



# Ard Stiúrthóir's Report, Financial Statements and Motions to 2022 Congress



**THE  
CAMOGIE  
ASSOCIATION**  
An Cumann Camógachta

Tuarascáil an Ard Stiúrthóra 2021,  
Cuntais Airgid agus na Rúin don  
Chomhdháil 2022

# Annual Congress - Chomhdháil Bhliantúil 2022

## Congress Agenda - An Clár

### Friday April 1st 2022

<b>6.30 - 7.30pm</b>	<b>Registration</b>
<b>7.30pm</b>	<b>Fáilte</b>
<b>7.45pm</b>	<b>Adoption of Standing Orders</b>
<b>7.50pm</b>	<b>Adoption of 2021 Annual Congress Minutes</b>
<b>8.00pm</b>	<b>Workshop 1 - Safeguarding Briefing</b>
<b>8.30pm</b>	<b>Workshop 2 - Running an Effective Club Fixtures Programme</b>
<b>9.00pm</b>	<b>Reports: Provincial, International Units, CCAO, Post-Primary Council &amp; Ard Chomhairle Sub-Committees</b>
<b>10.00pm</b>	<b>Congress Adjourned</b>

### Saturday April 2nd 2022

<b>9.30am</b>	<b>Registration</b>
<b>10.00am</b>	<b>Workshop 3 - The National Development Plan – Making it Real for your unit</b>
<b>10.45am</b>	<b>Consideration of Audited Accounts of Ard Chomhairle</b>
<b>11.00am</b>	<b>Ard Stiúrthóir's Report</b>
<b>11.20am</b>	<b>Break</b>
<b>11:45am</b>	<b>Establishment of Voting Strength</b>
<b>11. 55am</b>	<b>Consideration of Motions</b>
<b>1.00pm</b>	<b>Óráid an Uachtaráin</b>
<b>1.30pm</b>	<b>Lunch</b>
<b>2.15pm</b>	<b>Establishment of Voting Strength</b>
<b>2.20pm</b>	<b>Election (Rúnaí) - Announcement of election results</b>
<b>2.25pm</b>	<b>Consideration of Motions</b>
<b>4.45pm</b>	<b>Closing of Congress</b>
<b>5.00pm</b>	<b>Adoption of venue for 2022 Annual Congress</b>
<b>5.05pm</b>	<b>National Anthem</b>
<b>5.10pm</b>	<b>Críoch</b>
<b>7.30pm</b>	<b>Banquet</b>

### 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



**Is cúis mór áthais dom fáilte speisialta a chur romhaibh go léir chuig an Chomhdáil Bliantúil 2022. Bhí bliain iontach againn i 2021 agus is féidir le gach éinne atá bainteach le Camógaíocht bheith fíorbhródúil as ucht imeachtaí na mbliana.**

Despite the ongoing COVID restrictions 2021 was a year when many great things were achieved. We saw what can be achieved when as an Association we work together – a full programme of games at national and club level, development initiatives back up and running and full compliance achieved with the Code of Governance.

Moving forward we need to ensure that the adaptability and new ideas we saw come to the fore during the COVID period continue to be embraced. COVID provided us with an opportunity to increase our streaming of games. This has showcased our sport like never before. Our new playing rules adopted at last year's Congress have proven a success at both club and county level. The online supports that were developed have ensured our members have greater access to resources. The increased registration figures show the importance of Camogie to our communities and our members. This growth can be built upon as we see more new clubs and development of existing clubs each year.

The Ard Stiúrthóir's report; the Provincial, International and Educational units' reports; the various committee reports; and the financial reports in these papers comprehensively outline our activities in 2021. What they may not provide is the full picture of commitment and tireless work by our volunteers and players, who in the most challenging times once again made our Association and our communities strong.

Our finances are healthy and our reserves restored. We owe thanks to Government for COVID funding which supported us when our revenues fell. But we were also prudent in the financial planning which allowed us to weather the storm. The extra Government support is largely once off and nationally, provincially and at

county and club level we must balance our income and our expenditure to ensure our finances are on a sustainable path.

This is not all about control of expenditure; we must also look to grow our income. In particular, there is an urgent need for the Camogie Association to grow our commercial revenue. To that end, we have signed a commercial agreement with the GAA Commercial department to represent us, on a fee basis for the next 3 years. I believe this will move our sport forward commercially. We are already seeing resulting growth in our revenue base which can give us the platform to further grow our sport.

This year also saw progress on equal funding of female players through the Government Support Scheme, a much-needed step which we called for and welcomed. As Camogie moves toward 120 years, our experience of promoting women's sports has taught us that equality demands equal public funding. But it also requires equality of access to media, promotion and sponsorship and an acceptance that we cannot achieve fairness without addressing historic inequalities and outmoded thinking, including outmoded structures. True equality is about changing the culture, resourcing and structure of sport to ensure that it becomes equally accessible to everyone in society.

The launch of new Introduction to Coaching Gaelic Games Award by the Gaelic Games signifies that when we work together we can achieve huge benefits for our volunteers and associations. This new course will ensure that beginner coaches in any of our codes come together and engage in a common programme. Coaches operating in clubs that have different codes, particularly One Club model clubs, can now take one coaching course.

But we must go further. In advance of this Congress, I reviewed the Congress reports from previous years available on our website. What struck me is that for the last 10 years the Uachtarán introduction discussed integration of the Gaelic Games family. Each report clearly documents the commitment of the Camogie Association to the process of achieving integration. While the personalities and engagement processes have changed, what has not changed is our commitment. Our door has always been open. Indeed we have not waited to be approached, we

have led the way. But nearly 10 years later we need to move beyond talking. I hope that during the next year we will see meaningful progress.

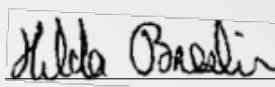
Nothing worthwhile is ever achieved without persistence. Camogie has a vital role to play in moving integration forward. The issues are not always simple. There will be concerns and difficulties for each organisation. But Gaelic Games must move decisively in embracing equality in sport and culture. In doing so we will undoubtedly benefit from greater unity and strength in the promotion of Gaelic Games. We will also meet the demand amongst supporters that Gaelic Games continue in its historic role nationally of being at the forefront of change.

This Congress sees the conclusion of the terms of five Ard Chomhairle members – Munster Chairperson Marion Graham, Munster Delegate Marie Kearney, Secretary Niamh Kilmartin, Trustee Martin McAviney and GAA representative Liam Lenihan. I sincerely thank them for their work, commitment and invaluable contribution during their term. Míle Buíochas.

I take this opportunity to thank Sinead McNulty, Ard Stiúrthóir and our full-time staff for their work and ongoing contributions to our thriving Association.

I thank all of our Units who ensure our Game prospers, providing freely of their time and expertise to our sport.

I greatly look forward to welcoming you all to our first in person Congress in two years. It will be my first opportunity to thank you all in person for the singular honour you bestowed upon me when I was elected Uachtarán. It will provide all of us with a long overdue opportunity to renew friendships, debate our Game and set our Association on a pathway to further success.



**Hilda Breslin**  
**Uachtarán**

## TUARASCÁIL AN ARD STIÚRTHÓRA 2021

# 2021 Ard Stiurthoir Report to Congress April 2022



### 1 2021 – An Action-Packed Year Right to the Finish

2021 was another year heavily impacted by Covid 19. In spite of the challenges presented, the Camogie Association can review the year and see it as a relative success, a year where despite the challenges faced, volunteers and colleagues in club, county and at national level worked together to achieve as much as possible in a shortened playing period. The Association at National Level completed a full games programme at all levels and age groups and delivered engagement with members and units as never before, building on the skills and experiences of 2020.

**Restrictions** - The early part of the year saw extension of stringent Covid 19 measures confirming lock downs, travel limits and restrictions on all activity. In some ways it was a little easier to manage as the timelines were longer – announcements were made for 4 and 6 weeks at a time, allowing planning to take place.

For sport, and for camogie this 'lock down' of on field activity continued right up until May. For our colleagues in indoor sport, many of them did not get back into action until Q4. In that – we were the lucky ones, and we got the opportunity to run the majority of our competitions with fixtures right up to the 18th of December.

**Financial Turnaround** – one of the most notable elements of this year's annual report is the financial turnaround during the year. From an initial budget predicting a deficit we have managed through hard work, determination, management of costs, and securing of government supports through EWSS scheme and Covid 19 resilience funding, to deliver a surplus at year end.

The road ahead is not clear, and there will be challenges ahead. We need to continue to diversify our income, drive commercial revenue, improve ticket sales and attendance at our games, and continue to manage the cost base, to maintain financial sustainability. This is not an ambition – it is necessary. We also need to invest in our sport and identify strategic opportunities



to grow and develop the game and identify projects and initiatives that will deliver significant strategic benefits for the sport. It's like spring emerging after a dark winter.

**Personal Impact of Covid 19** – Each of us across the Camogie Community and across the wider population has been impacted by the Covid 19 pandemic in some way. We lost people – family members, friends and colleagues; we lost freedom for extended periods of time; we lost confidence at times and spent extended periods of time trying to 'keep it all going' with impacts on personal health, energy, well-being and mindset. Now we face into a world that we look at through a slightly different lens.

It is really important at this time that we practise patience, tolerance and understanding – with ourselves and with others around us. This is an awkward time – we are unsure whether to shake hand, rub elbows, fist bump or hug. We debate about whether to 'mask' or 'no mask' as restrictions ease. Everyone is on their own journey out of covid, and their route may not be the same as yours.

From the start we were 'in this together' and now we will come 'out of this together'. Camogie and the Gaelic games family stood strong and brave throughout. Let's work together to support everyone to come out the other side at a pace that they are comfortable with and be patient if some people and some things take a little longer to come back to the 'normal' that you expect.

## 2 National Development Plan Progress

The second year of the National Development Plan built on the progress achieved in the first. There were still restrictions and limitations, and we were a little wiser about how to pivot activities to get them done – albeit in a new way. While there was full completion of the majority of actions set out for 2021, there were a number of items which were removed from the 2021 workplan.

The establishment of the National Development Plan Implementation Committee, chaired by

Mr. Paul Donnelly brought a new approach to tracking, monitoring and evaluation of progress against the NDP objectives of Passion, People, Pride and Place and connected goals.

2023 will bring the next stage of implementation, with a focus on how each unit plans and works to deliver on the Camogie Association National Development plan. The plan was formulated on feedback from members, and it is really important, as we come out of the challenges that Covid 19 brought to our door, that we refocus collectively on what we can achieve over the latter half of the NDP.

### 2.1 Passion – The Game

Playing behind closed Doors – All games were initially behind closed doors with strict guidelines regarding numbers in attendance. Following this small numbers of spectators were permitted to return to games. This led to the introduction of the Universe online ticketing system which has been transformational in how Camogie fixtures are run. This is a welcome development from the Covid 19 situation which we are happy to continue with, as it makes ticket allocation and management so much easier for our volunteers across the country.

**Season Format Debates** – As we returned to on field activity there was much debate and a threatened inter county players strike about the format of the inter county year. It came to a vote of all clubs deciding narrowly (53% to 47%) to run inter county championship immediately after league, with the club championship taking place after the inter county season concluded.

A further legal challenge was taken by clubs which resulted in the 2020 club championship being completed in December 2021 and January 2022. With the 2021 club championship taking place in March 2022, this effectively means that 3 years of club championship final competitions will be completed in 1 calendar year from 18th December 2021 to 18th December 2022.

**Camogie Return to Spectators Test Events** – We worked closely with Government as the crescendo of the Littlewoods National League approached and secured 'Test Fixture' Status, which saw the league final take place in Croke

## ARD STIÚRTHÓIR'S REPORT 2021 continued ...

Park. It was such a welcome return to Croke park after more than a year for camogie – the last camogie game played in the stadium had been the Club Championship Final in March 2020.

Test event status was also secured for the All-Ireland Quarter Finals which took place in Páirc Uí Chaoimh, and the semi-finals and finals which all took place in Croke Park.

**Camogie in Education:** while there were no competitions completed in the 2020-2021 academic year, once the games returned during the summer at club and county, it was full steam ahead for all age groups with the Tesco Ireland Under 16 and Minor Competitions taking place and the welcome return of the Tesco Post Primary Schools competitions also.

CCAO Activity recommenced with Third Level Institutions opening up their doors to students again.

**National Games Programme** – despite 5 months without on-field activity the National Office delivered 238 games at inter county level, featuring 132 teams, across 220 venues. These games were supported by 610 outings by the National Referee's and Support Panel required for delivery of games: (238 referees + 373 support panel). These games were attended in person by 45,814 people – despite the restrictions in place.

**Development initiatives and skills development** - of players and volunteers continued throughout the year with the majority of education programmes and modules transformed onto the online learning platform.

A new addition in 2021 was the Tesco Player Welfare Podcast Series building on the success of the Coaching Bubble over the years. These podcasts and all support and learning resources are available to view and download on the Camogie Association website.

### 2.2 People - Volunteers

**Volunteer Strategy** – the Camogie Association Volunteer strategy was developed and adopted during 2021. This demonstrates our firm commitment to identifying, training and supporting our volunteers, and recognising

the contribution that they make to the growth and development of Camogie in Ireland and Internationally. The Volunteer Strategy is available to review at <https://camogie.ie/wp-content/uploads/2021/06/Volunteer-Strategy-2021-.pdf>

**Covid Compliance** - Meanwhile on the field clubs returned to training supported by huge volunteer efforts to comply with covid guidelines and maintain safe environments for all at training and competitive fixtures. There is no doubt about the added pressure that this put on our volunteer base – and they continued to work through and deliver on all requirements to ensure that our members got the opportunity to play camogie.

**Education, Training and Development** - The lock downs didn't stop camogie activity taking place, with a whole suite of education, training and awareness modules rolled out in the first couple of months of the year including Officer Development Training, LGBTQI+ Awareness Training, Disability Inclusion Awareness Training etc. While we lost our Learning and Development Co-Ordinator in September, huge work had been done in planning the activities for the remainder of the year, to ensure that there would not be any delay or break in service delivery to our members.

**MNA programme** – the MNA programme continued apace in 2021 and most importantly its contribution was acknowledged and recognised by further grant aid from Sport Ireland to continue the programme for another 2 years. Well done to everyone involved in the development and delivery of this exciting initiative.

**Membership and Affiliations** – Memberships remained positive in 2021 with the majority of members affiliating in line with the deadline. The affiliation and registration deadline will move to March 31st in 2022, following the decision at congress 2021.

**The Staff Team** – Each year brings changes in the staff team with individuals finding new adventures, and challenges, creating opportunities for new people to join the team and make their mark on the future of the Camogie Association.

We bade farewell to two members of the team in January and February – Paul O'Donovan, Player Welfare Co-ordinator, and Cian Nelson, Communications Manager, while Brendan McCabe, Finance Manager departed in May, followed by Pamela Frizelle, Learning and Development Co-ordinator in September.

We thank them for their great service to the Camogie Association and wish them all the best in their future careers. They will remain friends to us in the wider sporting community.

In their stead we have been joined by Siobhan Cunniffe, Finance Manager, Louise Keane, Player Welfare and Inclusion Co-Ordinator and Tracy McDonald, Learning and Development Co-Ordinator.

Recruitment has commenced for the roles of Commercial and Communications Manager, Commercial and Communications Executive and Operations Manager. We look forward to new colleagues joining in these vital roles for the Association.

The Camogie Association staff team provide tremendous support to our volunteer base, and their commitment, dedication and enthusiasm continued throughout the year in spite of the huge additional demands that were placed on them. They continually exceed expectations and work tirelessly to achieve association objectives. Their creativity and patience has been called on repeatedly throughout the year.

I want to thank them most sincerely for the support that they have provided to me in my role, to Ard Chomhairle, the Ard Chomhairle Sub Committees and more importantly to our entire volunteer base. We look forward to a 2022 with a little more balance, a lot less surprises and a little sunshine on match days.

### 3 Pride

Broadcasting & Streaming - Live streaming of games continued throughout 2021 and the Camogie Association invested heavily to ensure that our fans and supporters did not miss out on the action when games were behind closed doors. At a national level, 26 Games were streamed by the Camogie Association with over 127.8k viewers. The move to You Tube was

broadly welcomed. In addition to this many units also streamed games, providing wide coverage and exposure for the Camogie Association on Social media platforms.

Our media Partners RTE televised 8 Camogie Games Live on terrestrial TV. The relationship continues to grow and develop, and we are very excited about the potential in 2022.

**Sponsorship** – The Camogie Association enjoys excellent sponsorship relationships with Littlewoods Ireland, Tesco Ireland and AIB. Although there was no championship sponsor in place for Championship 2021, the Camogie Association took the innovative approach of engaging with Charity Partner – ISPC Childline.

This collaboration brought great awareness around the services of the ISPC Childline, at a time when these services were in high demand. During 2021 it was agreed that the Camogie Association would engage the GAA Commercial and Sponsorship team to act as agent on behalf of the Association to negotiate sponsorship and broadcasting contracts. We look forward to seeing the fruits of this exciting development in 2022.

**Sport Ireland** – The most significant Sport Ireland support during 2021 was the allocation of Covid 19 resilience funding to the Camogie Association of €500,000. This allocation was awarded to offset the negative impacts of the Covid 19 pandemic and associated restriction on the association such as reduced gate receipts etc.

Sport Ireland have also confirmed a series of welcome financial supports to the Camogie Association during 2021 which will take effect in 2022 including: - increased core grant, Women in Sport Funding and Dormant accounts funding as well as a grant towards roll out of the Coaching Teenage Girls Programme.

**Governance** – The Camogie Association achieved compliance with the Voluntary Code of Governance in December 2021. Work must continue to maintain this compliance and broaden the good governance activities through the association.

## ARD STIÚRTHÓIR'S REPORT 2021 continued ...

### 4 Place

#### **Ard Chomhairle & Ard Chomhairle Sub**

**Committees** - the Camogie Association Ard Chomhairle met 20 times in 2021. While not at the level of 2020 (with 36 meetings) this remains higher than what was previously understood to be a 'normal year'. The commitment and hard work of the Camogie Association Ard Chomhairle, to drive the strategic direction of the association and make tough decisions in challenging times, as well as the work of the Ard Chomhairle sub committees can sometimes go without acknowledgement. I'd like to take the opportunity to thank Ard Chomhairle and the Ard Chomhairle sub committees for the work that they do.

**Research strategy** – during 2021 the Camogie Association adopted a research strategy, setting out the future ambition for the association. A focus and practise of research will assist in supporting evidence-based decision making and enhancing the service delivery of the Association.

**Foireann** - Foireann the new Games and Membership Management System operating across the Gaelic Games family moved from being the Health Questionnaire to its original intent of streamlining and managing membership. There were learnings along the way, and the full potential of the platform is not yet operational, yet the capacity for each member to register themselves, with instantaneous payments to units will transform how we do our business.

**Annual Congress** - Annual Congress took place in an online format for the second consecutive year, and 2021 saw the mantle of Uachtaran being passed from Kathleen Woods (Armagh) to Hilda Breslin (Kildare). It was disappointing not to be able to celebrate this transition in the usual way, with pomp and ceremony. Annual Congress in April 2022 will allow us to meet and celebrate these transitions in person.

Planning returned to something more familiar – almost similar to that of a 'normal year' until the brakes were firmly put on, and event restrictions came back into force. The Camogie Association took the difficult decision to postpone what was already a scaled back All Stars presentation, having considered the rising case numbers and concerns around that time. The event has been rescheduled for March 25th.

**Brighton Declaration** - The Camogie Association adopted the Brighton Declaration in January 2021 and continue to deliver on our National Development plan objectives, which are broadly aligned to the Brighton Declaration principles.

Being a signatory to this International Treaty and part of the wider community provides opportunities for learning, and publicly commits the Camogie Association to achieving equity and equality for our sport, our membership and our players.

#### **The key Declaration Principles**

- Principle 1: Equity and Equality in Society and Sport
- Principle 2: Facilities
- Principle 3: School and Youth Sport
- Principle 4: Developing Participation
- Principle 5: High Performance Sport
- Principle 6: Leadership in Sport
- Principle 7: Education, Training and Development
- Principle 8: Sport Information and Research
- Principle 9: Resources
- Principle 10: Domestic and International Cooperation

**Aontas** - On the ground our membership can see the fruit of cross association collaboration in the delivery of initiatives, programmes and supports such as the Introduction to Gaelic Games Coaching qualifications, joint player pathway, joint safeguarding protocols and the roll out of the Foireann system.

Discussions continue in relation to the development of a new Memorandum of understanding, and more importantly on clarifying the future direction for Aontas. Sport Ireland have made it clear that they would like to see a united and single Gaelic Games family entity. It is up to the Associations to plan the trajectory and timeline for the future of Gaelic games.

#### **The Inter County Government Support Scheme**

– following an audit in 2021 has moved to a joint scheme between the Camogie Association, LGFA, GAA and GPA. A new committee has been established to prepare submissions, implement the roll out of funding and provide oversight.

Submissions will be made jointly for this funding from now on, notwithstanding that the format of the female and male schemes may differ. The Camogie Association remain committed to the ethos of providing team-based supports, to enhance the playing experience and improve the standards for our inter county players.

The significant additional government funding for the Intercounty Support Scheme announced in May 2021 is most welcome, and in 2021 contributed towards the expenses borne by players, as well as providing team supports in the area of nutrition and gear. It is envisaged that this structure will continue. Joint submissions will be made to Sport Ireland in relation to the Scheme in early 2022.

**International Development** - The Camogie Association continues to work with the World GAA committee encouraging units to develop Camogie across the world. Each year sees increasing numbers of clubs playing camogie and seeking grant aid from the DFA to develop camogie across international units. We are committed to supporting this growth and development. In practical ways some of the supports provided in 2021 included online webinars and workshops to provide information about camogie, the rules, and coaching and refereeing. We encourage all international units to make contact and we will do our best to support your requests.

## 5 What will 2022 bring?

It is hard to imagine what lies ahead in 2022. We hope for stability and a return to some semblance of normal. Yet there is a hint of reservation about what could possibly change/ go wrong. We all wear the scars of the past 2 years.

Camogie have been extremely lucky – when we consider the fate of our colleagues in indoor sports governing bodies – we have been able to play our games in almost full capacity for 7 months of 2021 – and managed to run a very busy games programme at club and county. This is down to the sheer hard work and determination of our volunteers. Thank you to each and every one of you for each and every action that helped to keep camogie moving forward during 2021.

We will keep developing supports and resources and delivering training and development opportunities to our officers, coaches, referees and volunteers through a blend of online and in person offerings. And hope that in December 2022 we are looking back on a fruitful and 'relatively' uneventful year.

### Thank You

Throughout 2021 there has been tremendous support for myself and the staff team from across the association and stakeholders.

I'd like to start by thanking Kathleen Woods, Iar Uachtarán whose mentorship, guidance and leadership provided great support to myself and the team in early 2021 and throughout her term.

Thank you to Hilda Breslin who took on the role of Uachtarán in April 2021 at a time of uncertainty and has led us bravely through to a positive year end.

To the volunteers across clubs, counties, provinces, national committees and Ard Chomhairle – thank you for all that you do to make sure that Camogie continues to thrive.

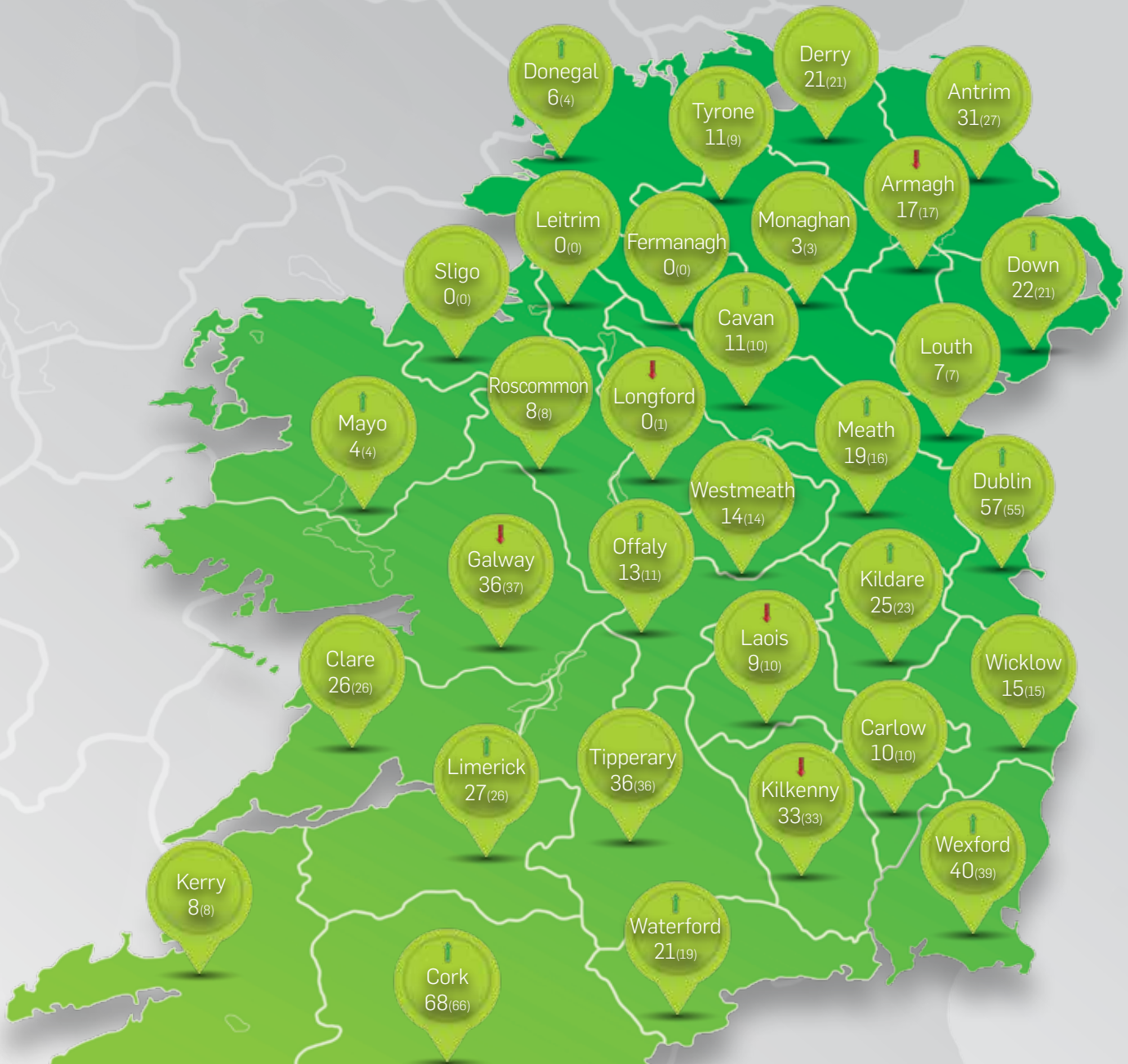
And to the staff team – whose passion and love for camogie is evident every day and has continued to buoy spirits when we faced challenges during the year. Keep up the great work.

Ta suil agam go mbeadh bhlian iontach ag teacht.

## Camogie Counties by Tier 2021

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 2021**  
 (2020 Data in Brackets)



	2021	2020	
<b>CONNACHT</b>	48	49	-1
<b>LEINSTER</b>	242	234	8
<b>MUNSTER</b>	186	181	5
<b>ULSTER</b>	122	112	10
	<b>598</b>	<b>576</b>	<b>22</b>

# National Development Plan

Reach your Goals, Exceed your Expectations  
2020-2023

## Passion (The Game)

- Goal 1 – To provide lifelong participation within the game
- Goal 2 – To increase the standard of Camogie at Club & County Levels
- Goal 3 – To embrace the fixtures challenge to ensure adequate games programme for all
- Goal 4 – To promote the health, wellbeing and welfare of all Camogie participants

## People (Volunteers)

- Goal 5 – To increase the number of skilled, qualified coaches and referees and provide a supportive environment for volunteers
- Goal 6 – To ensure volunteers and clubs are valued and have the skills and support to effectively and efficiently administer our game

## Pride (Identity)

- Goal 7 – To revitalise the Camogie brand and identity
- Goal 8 – To develop commercially to power and drive our core business
- Goal 9 – To inspire more people to watch and engage with Camogie, locally, nationally and Internationally

## Place (Leadership)

- Goal 10 – To work collaboratively with the GAA and LGFA as part of the Gaelic Games family
- Goal 11 – To ensure appropriate playing facilities for Camogie
- Goal 12 – To provide an innovative, dynamic and sustainable association that demonstrates best practice in governance

The next section of the Annual report provides updates under these key areas.







Foreword

Overview

Section 1

Section 2

Section 3

Section 4

Appendices

Accounts

Motions to Congress

## Section 1:

# Passion: The Game

The focus of the first strategic area of the National Development Plan, 2020-2023, is to encourage participation within Camogie as well as raising standards across the board by creating a positive environment in which to play the game.

Specifically, this area focuses on four key goals:

- Goal 1 – To provide lifelong participation within Camogie
- Goal 2 – To increase the standard of Camogie at Club and County levels
- Goal 3 – To embrace the fixtures challenge to ensure adequate games programme for all
- Goal 4 – To promote the health, well-being and welfare of all Camogie participants







## 1. The Game

### 1.1 Supporting Players

#### 1.1.1 Player Welfare – Anti-Doping Report

The Camogie Association as a funded body of Sport Ireland is committed to education, awareness raising and good practise in relation to Anti-Doping in our Sport. 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'. 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 relevant stakeholders (county boards, county management teams and players). This includes provision of the Camogie Association anti-doping education seminars, updates to anti-doping education on the learning portal and website 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.

1053 Intercounty Camogie Players completed antidoping training module online in 2021. An Intercounty Anti-Doping Webinar for Intercounty Players, Managers & Coaches was delivered and hosted by Paul O'Donovan (Sport Ireland Anti-Doping Education Manager) in April of 2021.

#### 1.1.2. Player Welfare Research

##### ***Burnout Research:***

In 2021 the Camogie Association in partnership with DCU School of Health and Human and led by David Passmore and David O'Brien, undertook

research in relation to burnout within Camogie Players. The research finding is currently being designed into an infographic to be conveyed to members in 2022.

#### ***Player Welfare Research Advisory Group:***

A new Player Welfare Research Advisory Group has been set up under the lead of the Associations new Player Welfare and Inclusion Coordinator Louise Keane. A focus group has been held to determine topics to be include in research and a new research questionnaire developed. This new questionnaire was due to be distributed in January.

#### **1.1.3. Player Welfare Initiatives**

##### ***Concussion Awareness Course:***

An updated Gaelic Games Concussion Awareness eLearning Course was launched in February, which will help players and coaches of Gaelic Games (GAA, Camogie and LGFA) to recognise the signs and symptoms of concussion and understand basic principles of management.

The course developed takes around 15 minutes to complete and is now available on the GAA Learning and Development Portal. By completing the course both players and coaches will have a greater understanding of the symptoms of concussion, how to manage and cope with concussion, and eventually return to play in a safe way by following the Gradual Return to Play Protocol.

##### ***Tesco Player Welfare Podcast:***

The Coaching Bubble in collaboration with Tesco Ireland introduced a player welfare podcast series which aimed to provide guidance and help for coaches, parents and guardians of youth players. Discussions with guests aimed to inform coaches, parents, and guardians how to aid them in supporting players to take care of their own health and wellbeing and to enjoy playing Camogie for many years.

##### **The podcast series features:**

##### ***Episode 1 – Retaining Young Women in Sport with Lynne Cantwell & Nora Stapleton***

Discussing the importance of organised sport

and barriers to lifelong participation, balancing a competitive and fun environment and the role of parents and coaches in creating that environment to help retain women in sport.

##### ***Episode 2 – Healthy Habits Around Nutrition & Hydration with Emma Brennan***

Talked about what parents need to know around Nutrition and Hydration for their child and how coaches can support players as well as the importance of language and how we talk to female players about nutrition.

##### ***Episode 3 – The Young Female Athlete with Catriona O'Halloran and Ciara O'Flynn***

Gave insight for parents and coaches on periods and period poverty and supporting players when it comes to creating a safe and open environment for them to talk about periods.

##### ***Episode 4 – Avoiding Burnout in Youth Players with Orlaith Curran***

Talked about what burn out is and what to look out for in our Youth Players. Orlaith also gave insight into its role in dropout and practical advice on how to avoid burnout.

##### ***Episode 5 – Injury and Injury Prevention with Rena Buckley***

Discussed the most prevalent injuries and how we can reduce the risk of them occurring. Rena also chatted about the importance of recovery when it comes to injuries and performance and gives practical strategies to help support recovery.

##### ***Episode 6 – Being a Good Sports Parent with Gordon MacLelland***

Gave insight to the challenges parents in sport face, building positive relationships with coaches and the importance of maintaining fun in sport for our youth players with long term participation being a key priority.

##### ***Episode 7 – Coach Support with Des Ryan***

Talked about the challenges that coaches face, including coach burnout and how to avoid it, and the value of building strong relationships with parents, players, and fellow coaches to continue learning and developing as a coach.



### ***Youth Mental Health First Aid:***

In collaboration with Mental Health First Aid Ireland, a pilot of their Youth Mental Health First Aid Course was held for Camogie Association members. This course is designed for adults who live with, work with, or support young people aged between 12 and 18. This course teaches participants how to assist a young person who may be experiencing a mental health problem or mental health crisis until appropriate professional help is received or the crisis resolves, using a practical, evidence-based action plan.

This evidence-based training programme is particularly suited to parents/guardians, school staff, sports coaches, community group leaders, youth workers etc. The course curriculum was designed using guidelines developed through the expert consensus of people with lived experience of mental health problems and mental health professionals.

Mental health topics covered during Youth MHFA training include Depression, Anxiety, Eating Disorders, Psychosis and Substance Use Problems

### ***Camogie Association Self Care Series:***

In November, a 5-part self-care series was launched, which covered important topics around Self Care while encouraging our members to prioritise their own health and wellbeing. It explored topics such as Sexual Health, Preventative Screening, Periods & Sport, Alcohol and Breast Cancer Awareness. This series was aided by the support of Dr John Crowley & Dr James Nolan, the HSE's National Screening Service, National Cancer Control Programme, Alcohol Programme, Anytime of the Month, and Breast Cancer Ireland. Over 431 members engaged with the series.

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

The collaborative management of the Government grant scheme by the Camogie Association with LGFA and GPA continued throughout 2021. The online grant management system was in use throughout the year to streamline application allocation and reporting processes. The funding for the programme was €2,136,224 for the year, which was a large increase in the announcement in May by the Minister of State for Sport Jack Chambers. This additional funding assisted in players mileage expenses and additional support for team gear and food provision.

Engagement with Sport Ireland and Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media continued throughout the year. The planned review of the entire Government Grant Scheme by Sport Ireland was completed in May by KOSI Cooperation.

In 2021, 26 counties were eligible for the Government Grant Scheme. The amount available to all 26 Camogie teams was €346,000. For 2021 and because of an underspend compared to initial budgets, there was a supplement of €1,000 available to each of the highest-grade county teams that successfully made it through to the All-Ireland Finals in September. The grants to Camogie County Board paid in 2021 was a total investment of €319,055.

County Total 2021 Claimed:

County	Total 2020 Claimed
Antrim	€14,000.00
Armagh	€15,000.00
Carlow	€14,000.00
Cavan	€9,701.50
Clare	€11,350.00
Cork	€14,860.00
Derry	€8,761.85
Down	€10,613.98
Dublin	€12,400.00
Galway	€14,990.00
Kerry	€12,844.00
Kildare	€13,240.00
Kilkenny	€14,000.00
Laois	€12,337.80
Limerick	€12,700.00
Louth	€5,508.48
Mayo	€8,277.57
Meath	€14,000.00
Offaly	€14,000.00
Roscommon	€11,840.00
Tipperary	€14,000.00
Tyrone	€9,500.00
Waterford	€13,960.00
Westmeath	€14,000.00
Wexford	€14,000.00
<b>Total Claimed</b>	<b>€319,055.18</b>



## 1.2 Player Retention

### 1.2.1 Camán 4 Fun

Camán 4 Fun is a retention initiative aimed at young adult females allowing them to experience Camogie in a fun way. Promoting a redesign of the traditional Camogie participation experience, the games environment is changed through the rules, playing area and/or equipment to make the participants the highest priority. Provision of a fun, friendly supportive environment where each young person can learn at their own pace in the company of peers and role models.

A resources pack for use by all units has now been developed which includes initiative booklet, information videos and supports. These are all now available on the Camogie Association website.

### 1.2.2 Camán n Chats

In July, Camán n Chats was launched. This initiative is aimed at women over 25 who have never played before or haven't played competitively in the last five years. Camán n Chats is designed to encourage and support women to discover or rediscover the game of Camogie at a fun and social pace in a safe environment for one hour a week. Available to members is a Camán n Chats Resource Booklet and information and promotion videos.

In 2021 30 clubs registered their interest to developing Camán n Chats within their clubs with 6 becoming active. This initiative has also been included in the Social Gaelic Games Booklet which will be launch in early 2022.

This initiative has been promoted and engaged with by many clubs participating in the M.N.A Programme after the Tesco Hurl With Me Initiative has been completed and will be continued to be promoted through this channel moving forward.

### 1.2.3 Provincial Development and Participation

Games Programmes(P&G Coordinators)

Junior Novice Secondary School Development:

This initiative is an important part in increasing player numbers within the schools around the country and developing and supporting non-



traditional camogie schools in this journey, through providing them with a suitable games programme and supports and resources in relation to education and development of coaches and players. All schools who do not compete in Provincial Post Primary Competitions are invited to participate.

- **Munster Junior Novice Development**
  - 26 schools participating
  - 2x blitzes held at Mallow GAA Club in November and December 2021
  - 5x blitzes scheduled for January – May 2022
  - Breakdown of schools – 10 Cork, 6 Kerry, 2 Limerick, 4 Tipperary, 4 Waterford
- **Leinster Junior Novice Development**
  - 37 schools participating
  - 6 Blitz Series located around the province
    - Louth – 16th November – completed – 9 teams – 108 players
    - Meath – 23rd November - completed - 12 teams - 120 players
    - Kildare – 30th November - completed – 15 teams - 150 players
    - Carlow – 25th January
    - Wicklow – 8th February
    - Laois – 15th February
  - Breakdown of schools – 2 Laois, 3 Wexford, 4 Wicklow, 5 Kildare, 6 Meath, 3 Kilkenny, 1 Carlow, 5 Louth

#### *Provincial Development Activities:*

#### **Connacht**

- **Coaching Teenage Girls Workshop**
  - Following the release of the Adolescent Girls Get Active Report, Sport Ireland in collaboration with the Camogie Association piloted the Coaching Teenage Girls in Sport Workshop, designed specifically to support coaches of girls aged 12-17 years of age.
  - A course was held in Roscommon and Galway.

#### **Leinster**

- **Goalkeeping Masterclass Series**
  - David Herity (former All Ireland winning Kilkenny Goalkeeper) delivered four Goalkeeping Masterclasses in August/September. This masterclass consisted of a two-hour practical workshop held on pitch and was open to club goalkeepers from u14 - adult. Club coaches were also invited to attend in as high numbers as possible for observation, feedback and taking part in the breakaway sessions to apply their new knowledge. Over the four masterclasses 119 club goalkeepers were upskilled and 63 club coaches were also in attendance.
- **Coaching Teenage Girls Workshop**
  - In November, the Coaching Teenage Girls Workshop was rolled out nationally under a pilot programme with Sport Ireland. Overall we had 153 requests for delivery and from the 20 workshops being rolled out nationally, Leinster were scheduled for 10 deliveries of which 8 were completed, 2 did not run.
  - Courses were held in Louth, Wicklow, Meath, Carlow, Kilkenny, Offaly, Dublin, and Kildare.

#### **Munster**

- **Munster 7's Summer Series**
  - In July 2021, three U17 blitzes games programmes were held in Limerick, Cork, and Waterford, 19 club teams took part. An adult blitz day was also held on the 11 July in Na Piarsaigh GAA Club, Co Limerick.
  - Approximately 220 players participated in these additional fun games programme
- **Coaching Teenage Girls Workshop**
  - In November, the Coaching Teenage Girls Workshop was rolled out nationally under a pilot programme with Sport Ireland.
  - Courses were held in Cork, Tipperary, Waterford, Clare, Limerick, and Kerry.



## Ulster

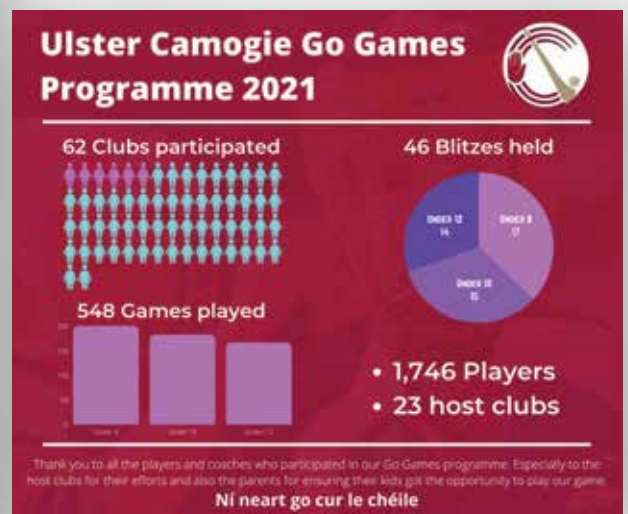
### • Ulster Players Academy

- The 2021 player academy had 48 participants from around the province with 6 players per county selected. Louise Keane Player Welfare & Inclusion Coordinator held a very informative and educational workshop with all the participants. The academy players also enjoyed a full day's coaching/games in Mid Ulster Sports Arena.

### • Ulster Coach Academy

- To complement the coaching qualification pathway, the Ulster GAA Coach Academy, in collaboration with Ulster LGFA and Camogie provide several short workshops/courses to further develop coaching expertise.
- The key aim is to support and develop coaches' knowledge and application of technical, tactical, physiological, and psychological/lifestyle factors that affect a player's and ultimately a team's performance.
- Five members of Ulster Camogie participated in this Academy in 2021.

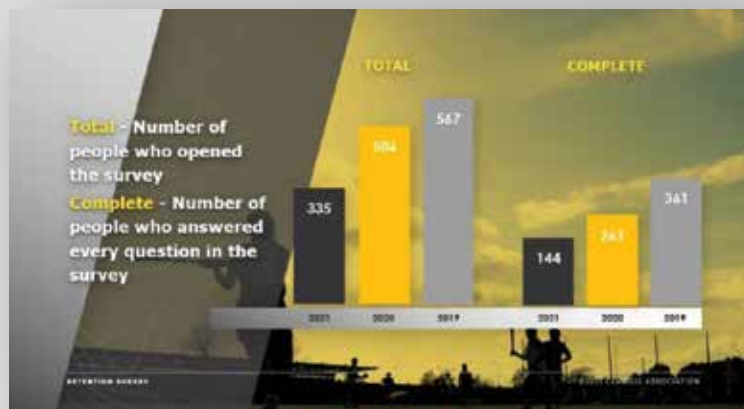
### • Ulster Go Games Programme



### 1.3 Technical Development

#### 1.3.1 Player Retention Survey

The Player Retention Survey report was completed in 2021 following a 3-year engagement process with members. The full report highlights the numbers who engaged, age profile and roles of members, positive and negative influences on participation in Camogie and suggestions on future steps.



### WHO'S ENGAGED

Primary roles within their Camogie Club of those who took part.

Role	2021	2020	2019
Club Player	84	108	103
Inter County Player	9	32	43
Club Volunteer	48	62	50
Club Coach - Adult	33	37	47
Club Coach - Child/Youth	94	108	104
Adm CA Coach/Mentor	8	14	30
CA Board Official/Mentor	11	22	38
Board Member	4	8	16
Match Official	25	16	9
Parent	21	68	55

The full report can be viewed on the Camogie Association Website

#### 1.3.2 M.N.A Programme & Tesco Hurl with Me Initiative

Now in its second year, the M.N.A Programme primarily looks at the development of female Mentors and Coaches within Clubs around the country and with a hundred places available each year to all units.

The M.N.A Programme acts as an important step in assisting Clubs to ensure the retention of players away from the playing field and the

recruitment of females, ensuring that they will pass on their knowledge and experience to future players through coaching. The role which women can play in passing on their intrinsic knowledge of the game to young players is a key reason behind this programme and the part which they can play as positive role models for young players.

Participating Clubs will be required to nominate one female Mentor who will be upskilled across a wide range of areas including communications, mentoring and volunteer development.

In 2021, we had 137 clubs around the country participating in the programme. This involved upskilling for 2021 M.N.A Mentors, the delivery of the Tesco Hurl With Me Initiative and the completion of the foundation courses for those female participants.

In 2021 63 clubs were able to deliver the 2021 Tesco Hurl With Me, the reason for some not being able to deliver was they maximised numbers in 2020 or due to the congested calendar in 2021 were unable to deliver within the clubs. 112 new female coaches have completed the Foundation Course through the M.N.A Programme in 2021.

In the first two years of the programme the following has been achieved in a very challenging and very changing environment and huge credit must go to all the clubs and the M.N.A Mentors in achieving this:

- 137 M.N.A Mentors upskilled.
- 201 new female coaches qualified within our clubs
- 82 Tesco Hurl with Me Initiatives delivered
- 905 people participated in the Tesco Hurl With Me over both years and the breakdown of male / female was as followed:
  - 835 participants were female
  - 70 participants were male

In May, Sport Ireland confirmed that the M.N.A Programme had been successful in their application and had been awarded an additional €40000 for the coming two years for its roll out and development.



### 1.3.3 Newly Established Clubs in 2021

In 2021, 26 new clubs were established or re-established during the year. 12 in Leinster, 7 in Munster, 6 in Ulster and 1 in Britain. Please see below a list of the new clubs:

1. Wanderers (Dublin)
2. Parnell's (Dublin)
3. Rainbow Gaels (Dublin)
4. Tyrellstown (Dublin)
5. St. Brendan's (Dublin)
6. Ros Glas (Kildare)
7. Shamrocks (Offaly)
8. Belmont (Offaly)
9. North Meath (Meath)
10. St. Pats (Meath)
11. Gaeil Colm Cille's (Meath)
12. Ballyhogue (Wexford)
13. St. Patricks (Cork)
14. Lisgoold (Cork)
15. Kildimo Pallaskenry (Limerick)
16. Pallasgreen (Limerick)
17. St. Mary's (Tipperary)(re-established)
18. Ballyduff Lower (Waterford)
19. St. Mollerans (Waterford)(re-established)
20. St. Galls (Antrim)
21. Henry Joys and Mary Ann's (Antrim)
22. Templeport (Cavan)
23. Dungloe (Donegal)
24. Markevitz (Donegal)
25. St. Kevins (Down)
26. Roger Casements (Coventry, Britain)

### 1.3.4 Camogie Club Development Award

2021 marked the piloting of The Camogie Association's Club Development Award. This award programme has been developed to assist and acknowledge the efforts of volunteers in growing the game of Camogie. The programme is designed around the needs of young Camogie clubs in the initial years of their establishment.

The structure of the Camogie Club Development Award is based on the four strategic action areas of The Camogie Association's National Development Plan 2020-2023.

- Strategic Action Area 1: The Game
- Strategic Action Area 2: Volunteers
- Strategic Action Area 3: Identity
- Strategic Action Area 4: Leadership

Projects have been formulated in accordance with each strategic action area to support and guide club efforts within their engagement upon the Camogie Club Development Award programme.

Participating clubs 2021.

- Claremorris Camogie Club, Co. Mayo
- Shercock Camogie Club, Co. Cavan
- Sliabh Luachra Camogie Club, Co. Kerry
- Clough Ballacolla Camogie Club, Co. Laois

Registrations for clubs wishing to engage in the programme for the 2022 season will be promoted upon Camogie.ie in Q1 of 2022.

### 1.3.5 Tesco Camán to Croker and Provincial Camán Events

Due to congested calendar and covid restrictions during 2021, it was decided to support and provide resources and equipment to county boards to enable the delivery of the Tesco County Camán Festival Day. A collaboration with Tesco offered counties the best opportunity to deliver a fun and enjoyable games programme for the U12 age group, in a safe environment within their county.

In August, five counties with support from Tesco and the Camogie Association delivered their Tesco County Caman Festival Day - Carlow; Meath; Kildare; Monaghan; Down

In September, twelve counties delivered the Tesco County Caman Festival Day - Offaly; Tipperary; Wexford; Clare; Mayo; Donegal; Galway; Roscommon; Wicklow; Westmeath; Cork; Waterford

Approximately 184 clubs comprising of 3,572 players took part in 373 games with the support of 140 volunteers. Each person involved at any

level is to be commended for such a successful event in a challenging year.

### 1.3.6 Féile na nGael

This year due to the impact of Covid Féile na nGael was ran within counties. 23 counties participated in this revised structure in 2021. Approximately 60 Divisions were organised at local level with over 240 teams participating. All teams who participated at local level were entered into a draw to play in Croke Park on the October Bank Holiday Monday. 8 teams from the following counties were represented Kerry, Donegal, Tyrone, Westmeath, Wexford, Wicklow, Roscommon, and Armagh.

### 1.3.7 U14 & U15 Intercounty Development Games Programmes

#### *U14 Intercounty Development Games Programmes:*

This year we had 27 County's, and 52 Teams take part in 98 matches over the four weekends games programme, in June, July, August and September.

The U14 Intercounty Development Squads National Games Day 2021 was held on the 11th of September. Due to Covid 19 this year's games took place as stand-alone fixtures.

The games programme took place in eight venues.

- Clara GAA & Camogie Club
- Mallow GAA Club
- Holycross-Ballycahill GAA Club
- GAA Centre of Excellence Dublin
- Offaly Gaa Centre of Excellence
- Middletown GAA Armagh
- Padraic Pearses GAA Club
- St. Patricks Park Omagh

#### *U15 Intercounty Development Games Programmes:*

18 Counties and 28 teams entered in this year's games programme that was held on the 18th of September. This was organised in five venues in a blitz format with 5/6 teams per location divided in to two groups.

Venues on the day:

- Division 1 Mallow
- Division 2 Holycross – Ballycahill
- Division 3 Clara
- Division 4 Abbotstown
- Division 5 Faithful Fields

**Intercounty Development Squad Mentor Upskilling Workshop:**

This workshop took place on the 19th of April and was aimed at those mentors involved with Intercounty Development Squads and covered the below topics: -

The Player Centred Coaching workshop is aimed at coaches, mentors and managers who are working with players at underage intercounty development squad level.

The workshop consisted of speakers with a wealth of experience from Athletic Development and will include the following topics:

- Communication techniques for working with players and parents/guardians. Importance of communication with additional development squad stakeholders.
- Understanding and mentoring the female athlete. How to change and adapt your coaching behaviours to get the best out of young female athletes.
- Understanding talent in relation to biological, chronological, and training age.
- Participants on this workshop will have gained a high level of information, practical support, and new ideas for working with players in a development squad structure.

**1.3.8 Nancy Murray Development Competition 2021**

The Nancy Murray Cup competition took place during the months of July and August with the final being contested on Sunday 29th of August in Páirc Seán Mac Diarmada.

6 teams originally entered the competition, however on the eve of the competition beginning Monaghan withdrew their participation. This left 5 teams remaining: - Donegal, Tyrone, Wicklow, Mayo, and Louth.

The final which took place at the end of August between Mayo and Tyrone was the highlight of

the year. An excellent and competitive game took place with Mayo winning out on a score-line of Mayo 3.07 Tyrone 1.08. It should also be noted this was Mayo's first year returning to adult level after a long absence.

**1.3.9 Club School Link**

The club school link initiative is whereby local schools (primary or secondary) link with the existing/new camogie club for coaching/events/information evenings etc. Its main objective is to create a presence within the local schools and provide additional coaching/interaction with the female players/students in the area. Applying clubs must identify suitable school(s) within their catchment area who meet one of the criteria below:

- All Girls Schools
- School within the catchment of a new club set up
- DEIS school

25 club school links grants were provided to the following:

<b>Ulster</b>	
Donegal	Carndonagh Camogie Club
	Markievicz Camogie Club
Antrim	Ardoyne Kickham's GAC
Tyrone	Edendork Camogie Club
Down	Clonduff Camogie Club
<b>Connacht</b>	
Galway	Oranmore/Maree Camogie Club
Roscommon	Four Roads Camogie Club
	Boyle Camogie Club
<b>Leinster</b>	
Offaly	Tullamore Camogie Club
Kildare	Naas Camogie Club
	Clane Camogie Club
Wicklow	Avondale Camogie Club
	Glenealy Camogie Club

Dublin	Cumman Na Bhfanaithne
	St. Marks Camogie Club
	Erin's Isle Camogie Club
	Kevin's Hurling and Camogie Club
	Setanta Camogie Club
<b>Munster</b>	
Tipperary	St. Mollerans Camogie Club
Cork	Douglas Camogie Club
	Ballincollig Camogie Club
	Crosshaven Camogie Club
	Sliabh Rua Camogie Club
Limerick	Kildimo Pallaskenry GAA Camogie Club
Kerry	Ballyduff Camogie Club

## 1.4. Participation and Growth in Educational Bodies

### 1.4.1 Post-Primary Schools

Amidst a turbulent period for schools, teaching staffs and students as a result of the Covid19 global pandemic, a Post Primary Camogie games programme was not deemed suitable activity within the 2020/21 academic year in keeping with prioritising the safety of students and staff while adhering to governmental guidelines.

2021/22 games programmes have been successfully actioned keeping with restrictions and public health measures. Post Primary All Ireland Finals are due to conclude in February 2022.

#### Tesco Post Primary School Competition 2021 -

The Tesco Post Primary School Competition 2021 saw a huge response from Post Primary students hailing from all corners of the island of Ireland. Entries by way of essay, poetry, audio, artwork, and video were received and gave the judging panel an insight into the role that the game of Camogie plays in the lives of students around Ireland.

Notable themes across entries included the building of friendships, physical and mental health, pride of place, and fun. The Tesco Post Primary School Competition 2021 has set another signpost in terms of the intrinsic role involvement in sport plays in the lives of adolescents in Ireland.

#### Winning entries:

##### 1st Prize Winners

Orlaith McDonnell (St. Killian's College, Co. Antrim)  
Ruth Nihill and Ciara Hickey (St. Flannan's College, Co. Clare)

##### 2nd Prize Winners

Sarah-Jane Hartnett, Leah Ward and Fionnuala Fallon (Rosses Community School, Co. Donegal)  
Hazel O'Brien, Enya Dolan, Ava Gallery and Margaret Murphy (St. Flannan's College, Co. Clare)

##### 3rd Prize Winners

Ciara Shelly, Caitlin Shelly, Amy Reddan and Emer Dwan (Presentation Secondary School, Co. Tipperary)  
Catie May McAleese (St. Killian's College, Co. Antrim)

The Camogie Association wishes to thank Tesco for the continued support of such initiatives in the promotion of the game of Camogie at grassroots level and beyond.

### 1.4.2 Third Level Camogie

With an unprecedented move of a majority of Third Level students to online/remote learning for the 2020/21 academic year, and with the reality of sporting restrictions and public health guidelines, no Camogie games programme was undertaken in the academic year 2020/21.

The 2021/22 academic year has seen a return to games activity under the diligent CCAO which has made it possible for Freshers, League and Championship activity to take place once again. 2021/22 Championship finals are scheduled to take place across the weekend of the 12th/13th February 2022.

## Section 2: People: Volunteers

This strategic area focusses on identifying, recruiting, training, education and support of volunteers.

- Goal 5 – To increase the availability of skilled and qualified coaches and referees and provide a supportive environment for volunteers.
- Goal 6 – To ensure that volunteers and clubs are valued and have the skills and support to effectively and efficiently administer our game







Foreword

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Section 2

Section 3

Section 4

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Accounts

Motions to Congress



## Section 2 People – Volunteers

### 2. Coach Education and Development

#### 2.1. Coach Education

The demand on Coach Education courses throughout 2021 has continued to grow. Unfortunately, due to Covid 19 in 2021 it limited the numbers of courses that were delivered during Q1 & Q2 2021. This led to a huge demand of Foundation Courses in Q3 of 2021.

113 Foundation Courses were delivered with 1031 coaches qualified (483 males, 548 females) In Q4 of 2021 eleven Level 1 courses were delivered across the country.

In addition to our formal coach education courses, The Camogie Association in collaboration with Sport Ireland Coaching and Dublin City University piloted 15 Coaching Teenage Girls in Camogie Workshops in November 2021.

Developed by Sport Ireland Coaching in conjunction with the Federation of Irish Sport, the School of Health & Human Performance Dublin City University and Lifes2Good Foundation, the workshop was developed to enable coaches to create a positive experience of sport and physical activity for girls in their formative years and provide an environment where girls and young women can develop holistically. The workshop supports the 8 Key Principles of Success outlined in the Adolescent Girls Get Active Report. Additional funding has been provided by Sport Ireland to role out 20 additional courses in 2022.

A strong emphasis is placed throughout the workshop on supporting coaches to identify and engage in effective coaching practice reflecting the importance of the coach-athlete relationship, and specifically the role of the coach in a young girl's development. This involves employing a positive and athlete-centred coaching framework, to support the development of the autonomy, capabilities, and sense of belonging that underpin lifelong engagement in sport and physical activity.

The review process of the workshops is currently ongoing with findings due in Q2 of 2022.

Thanks to all the clubs, counties, and provinces for their continued cooperation for the roll out and delivery of Coach Education.

### 2.1.1 Coach Developers

The Camogie Association in conjunction with Sport Ireland Coaching have currently 12 new coach developers who are awaiting training which was postponed in 2021 due to Covid 19 restrictions. The training is scheduled for Q1 & Q2 2022.

Our Coach Developer in-service and training was delivered online in Q1 & Q2 2021 with our Face to Face Inservice being delivered on October 9th, 2021, in conjunction with Sport Ireland Coaching & Dublin City. This Inservice focused on upskilling our Coach Developers on the Coaching Teenage Girls in Camogie Workshop that has been designed for delivery in collaboration with Sport Ireland Coaching, Dublin City University and The Camogie Association.

### 2.1.2 Introduction to Gaelic Games Coaching

Unfortunately, due to Covid Restrictions the new introductory coaching Gaelic games course was not rolled out and delivered in 2021 as planned. The programme will be common across each of the Gaelic Games 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 was intended that the existing programs will cease to be delivered in 2022 with roll out and delivery of the New Introduction to Coaching Gaelic Games planned once restrictions allow in 2022.

In preparation for the delivery of the Introduction to Coaching Gaelic Games a National Re engagement with Coach Developers was delivered in December 2021 at a variety of venues across the country.

### 2.1.3 The Coaching Bubble Podcast

The Coaching Bubble Podcast has continued to grow and develop during Season 4 and attracted new listeners all during 2021. The podcast explores all sports coaching concepts

from participation to performance levels. Over 50 episodes now available with the views and insights from some of the most renowned sports coaches and developers in Ireland and abroad from different sports engaged in conversations around coaching and best practices. With over 5000 coaches engaged and followed our podcast and our 50 episodes reaching out to over 64,000 listeners.

### 2.1.4 Coach Learning & Development Resources

With the face-to-face delivery of Coach Education restricted throughout 2021 due to Covid 19, our learning and development support for coaches moved online with huge uptake. Several programmes and resources across a variety of platforms were made available to help support all coaches the length and breadth of the country. The engagement levels across all platforms were very positive and well supported by our members and coaches.

All resources were made available via our interactive Coach Education Calendar that was made available to all clubs and counties.

### 2.1.5 Coach Me 2021/22

Coach Me, our coach support initiative that was developed in 2020 returned in 2021. Over 500 coaches registered and they became part of a supportive coaching community where they can ask questions and debate topics relevant to their own coaching practice. Coach Me is delivered online through a mixture of classroom sessions, interactive presentations and discussions with Coach Developers and experienced coaches

- Session 1, Wednesday 17th November 2021 = Reflective Practise
- Session 2, Wednesday 8th December 2021 = The Player Pathway and Season Planning
- Session 3, Wednesday 26th January 2022 = Skill Evolution and Session Planning
- Session 4, Wednesday 16th February 2022 = Coaching Skills

### 2.1.6 Skill Evolution

Skill Evolution was launched in June 2021 and provides a visual representation of the progression of the technical skills of Camogie in isolation. Skill

Figure 2

Month	Date	Presenters	Title
February	02.03.20	Shane Flanagan, Aoife Lane & Des Ryan	Launch
March	16.03.21	Helen McElroy	Preparing to train and Play How to decrease your injury risk
	30.03.21	Fiona McHale, John Doyle, Niall Corcoran & Eileen Gleeson	Technical Coaching for Hurling
April	13.04.21	Laura Mahony	How to fuel for, and recover from your training
	27.04.21	Richard Bowles & Anne O Dwyer	Coach reflection and player-centered coaching: Implications for Players and Coaches
	26.04.21	Des Ryan & M Dempsey	Return to Play Advice
May	UPMC 04.05.21	John Norwig	Advice from NFL to BE Ready to Play
	11.05.21	Kevin McManamon & Ciaran J.Kearney	A head for Sport Applying Psychology in Gaelic Games
	25.05.21	Colm Nally & Martin Fogarty	Developing the coaching eye. How to progress a skill
<b>Summer Series</b>			
June	07.06.21	Phil Kearney & Molly Dunne	Applying Skill Acquisition: Practical Tips for Coaches working with Children and Adults across the Player Pathway
	21.06.21	Saoirse Bulfin	Games Based Approach
July	05.07.21	Brian McClelland & Denise Martin	Moving from insight to action
	19.07.21	Kevin Johnson & Kevin Lally	Creating a learning environment
August	UMPC 02.08.21	Micky Collins & Anthony Kostos	Concussion
	16.08.21	Colm Clear & Kevin McGuigan	Translating the analysis to the pitch

Evolution serves as a checkpoint for coaches, teachers, parents, and players in attempting to maximise effectiveness within skill practises, relevant to the player's phase of development upon the Gaelic Games Player Pathway.

Skill Evolution exhibits fifteen of the technical skills of the game of Camogie. Under 8, Under 12, Under 16 and adult players act as signposts within the development of each skill providing a visual representation of the skill in action whilst also providing succinct and appropriate coaching cues through the voiceover of Ciara Doyle (Scariff-Ogonelloe Camogie Club).

To date Skill Evolution has over 3,500 views from coaches (cumulative total plays on website) and will become an important resource to current and future programmes in 2022.

#### 2.1.6 Coach Education Grants 2021

The Camogie Association is committed to supporting units in the role out and delivery of Coach Education programs. Coaching structures and practices are constantly evolving, and all units must continue to invest time and energy into coaching structures to create a culture of best practice within each province, county, and club. To assist counties a Coach Education Grant up to €450 was made available to the following counties in 2021.

- Ulster – Armagh, Donegal, Cavan, Tyrone, Monaghan
- Leinster – Louth, Wicklow, Longford
- Munster – Kerry

- Connacht – Roscommon Mayo  
The Grant had 3 elements for counties namely;
- Submission of Coach Education and development plans before March 31st.
- Active Communication of Coach Education across all social media platforms within your county and clubs.
- Delivery of counties Coach Education plan before December 15th and incorporated into county annual reports.

#### 2.1.7 Be Ready to Play

The Be Ready to Play programme was delivered in 2-week blocks beginning with the live webinar on Tuesday 2nd March 2021 and ran throughout the summer months with a summer education series to accompany the sports science element of the programme.

The Program included:

- Athletic Development Programmes updated fortnightly via the 3 courses links (Instructional Video & Live Sessions)
- Monthly Coach education webinars (Gaelic Games Coaching Experts & Guests)
- Monthly Sports Science support webinars (Every Sports Science Discipline covered)

Areas covered in the webinars included – Coaching, Athletic Development, Psychology and Wellbeing, Nutrition, Performance Analysis, Skill Acquisition & Biomechanics, Physiotherapy, and Injury Prevention. (See Figure 2 page 35.)

## 2.2 Referee Education and Development

### 2.2.1 Referee Education

This year eleven First Whistle online courses were delivered. This gave the Association a much larger reach and 1432 participants engaged and completed the course in 2021. In total eight Refresher Courses were held, which had an uptake of 425 participants who completed this course. In 2021, we ran two Referee Conversion Courses with fifteen participants who engaged and completed the course. In 2021, a huge amount of work was done by the Referee Education & Development Coordinator and the National Referee Committee in the review of the Foundation Course content, and how, if possible, it could be brought online, due to the impact of COVID on in person education settings. A pilot of this online course was held in late 2021. Three courses were held with seventy-five participants who engaged and completed the course.

### 2.2.2 Referee learning & Development Resources

In 2021, six Continuing Professional Development (CPD's) were held. These enabled learning to become conscious and proactive, rather than passive and reactive. Provision of these CPD's provides an opportunity for the Camogie Associations Referee's to enhance their personal skills and proficiency throughout their refereeing careers.

#### The following CPD's were provided in 2021:

- a. New Rules Webinars
  - i. 5 webinars
  - ii. 325 members engaged.
- b. Fitness & Lifestyle webinar
  - i. 1 webinar
  - ii. 56 members engaged.
- c. Safeguarding module training
  - i. 1 webinar online portal
  - ii. 125 members engaged.
- d. Positioning & Communication (National Referee Panel)
  - i. 2 webinars
  - ii. 70 members engaged
- e. Line Umpire Training (National Referee & Support Panel)
  - i. 1 webinar
  - ii. 50 members engaged
- f. Fitness Training & Health
  - i. 2 webinars
  - ii. 100 members engaged

### 2.2.4 Referee Strategy

In 2021, the first ever Referee Strategy was developed. The objectives of this strategy align with the Camogie Association's vision which in turn will facilitate and support the attainment of the agreed goals. The recruitment and retainment of referees is a continuing challenge across the sporting sector. It is important that this strategy supports and encourages the continuous development of referees at all levels.

Research and consultation across all levels of the association have taken place in preparation of this strategy including consultation with the GAA, research in other NGB's and sporting bodies, Sport Ireland, National Referee's Committee and focus groups with county and provincial representatives and the formation of a working group.

This strategy document outlines the key objectives, their rationale, and timelines for goals to be reached. It is the shared responsibility of all the "Camogie family" to ensure that the game continues to grow. Referees at all levels should be fully supported in their role whilst being given opportunities to develop.

This strategy will help the Camogie Association to deliver this excellence in refereeing at all levels. Main Aims of the Strategy:

Development of clear pathways for the three pillars of the referee strategy.

- Referee's Pathway
  - The Referee Pathway aims to provide an overview of the requirements needed as well as the opportunities available within each level. It outlines the path interested referees can take in becoming a referee and for those who wish to progress through the levels if they so wish and should they have the necessary requirements.
- Referee Mentoring Pathway
  - Referee support is required at each of the levels on the Referee Pathway. Mentors are crucial to the development of their peers, in addition to building their own skills as match officials.
- Referee Developers Pathway
  - Referee developers, more commonly known as tutors, are crucial in the development of referees and their learning needs and education. The Association will increase the number of skilled referee developers available to deliver courses and educational workshops throughout Ireland.

This will be achieved through the support of Sport Ireland. In line with the development of this Strategy, in May, Sport Ireland confirmed that our Female Referee Programme had been successful in their application and had been awarded €40000 for the coming to two years for its roll out and development.

This strategy will be launched in early 2022.

### 2.2.5 The Peter Downey Referee Academy

The Peter Downey Academy Programme consisted of 12 referees who have completed and engaged in training in the following areas:

- The Playing Rules
- Fitness & lifestyle including fitness testing
- Work rate & Positioning
- Communication
- Signalling

The Academy referees all took part with the National Referee and Referee Support Panels during 2021 which provided them with practical experience refereeing and gave them opportunities to learn from more experienced referees.

The Peter Downey Academy will complete the final module area on managing people and teamwork by mid-February 2022. As most of the training has taken place online, we will be conducting a community of practice with the group in 2022 as an add on to those on the Academy.

### 2.2.6 National Referee Panel & Support Panel

The National Referee Panel and Support Panel consisted of a total of 58 referees. Throughout the year there were several meetings and training events including the following areas:

- The playing Rules (x3)
- Fitness testing (33 completing)
- Fitness and training programmes provided pre league and championship. This also included training on lifestyle, diet etc.
- Positioning – x 2
- Communication & signalling
- New Rules training x 4
- Referee Reporting
- Hawkeye training for referees and umpires pre-All-Ireland Finals in Croke Park
- Safeguarding training module

610 times, members of National Referee's and Support Panel were required for delivery of 238 games in 220 venues round the country in 2021.

### Learning & Development

The learning and development area has been particularly busy during Covid times. The move to online learning platforms throughout 2020

and 2021 has revolutionised how we build capacity among our volunteers through delivery of training, development, and education modules online. Coupled with the online delivery has been the development of support resources, which are available 24/7 our to volunteers to support them in their work. These are available on the Camogie website at [www.camogie.ie](http://www.camogie.ie) and also on the GAA online Learning Portal – which houses shared resources of the Camogie Association, LGFA and GAA.

2021 saw the adoption of a new Volunteer Strategy for the Association – which sets out a pathway for the future development of volunteers, from recruitment through retention and succession planning.

Throughout 2021 with over 2500 volunteers participating in training events - a selection of which are included below: -

- **Succession Planning** - documentation has been released for all volunteers and a follow up recruit and retaining volunteers workshop was held; following feedback this workshop will be held again in preparation for AGMs this Autumn.
- **Event Planning Training** - Working with Safe Events to facilitate training for event planning for the Camogie Association, 52 volunteers completed the training modules Risk Assessment and Hazard Identification. Following feedback, I am reviewing the content and considering the introduction of the position of 'Event Managers' and providing bespoke training for Camogie members.
- Steward Training has been completed by 38 volunteers in conjunction with Europlan and these stewards have been an excellent help at inter-county games at various venues in 2021.
- **CLDP Officer Training** - Working with LGFA and GAA in the delivery of CLDP Officer training modules and working in the new Planning and Training Operations Team to help develop, coordinate and facilitate volunteer training for all 3 organisations.
- **THDC Training** - Completed a THDC needs analysis and development of a training plan for THDC members at various levels. A small working group designed and developed resources, presentations, and discussions for THDC level 1 training. This has been trialled, feedback gathered and has started to roll out to volunteers. The next steps will be to continually evaluate the training and develop modules for level 2 THDC members.

### Joint Officer Training

In January 2021, Camogie associates and staff facilitated in the CLDP joint GAA/LGFA/Camogie Officer training in all 4 provinces. There were a total of 1605 people who completed training for the officer positions of Chairperson, Secretary, PRO and Treasurer, and of this number 206 (13%) were members of the Camogie Association.

Breakdown on attendees by position;

Position	Number of Camogie members attending:
Chairperson	46
Secretary	62
PRO	56
Treasurer	34

Breakdown on attendees by province;

Province	Number of Camogie members attending:
Leinster	65
Munster	71
Connacht	40
Ulster	30

The CLDP training also provided sessions on providing a safe club, recruiting and retaining volunteers, essential communication skills, diversity and inclusion visibility and Microsoft applications including Word, Excel, PowerPoint, OneDrive and Forms.

The development staff organised and delivered the National development forum 2021 where learning and development was included by the presentation of 'retaining and recruiting volunteers.'

The 2020 PR-Óg proved to be a successful initiative with two of the participants becoming county PROs and one becoming a provincial PRO following AGMs at the end of the year. The PR-Óg 2021 was launched in January and when applications closed at the end of the month there were more than 100 respondents. An initial meeting with the involved club PROs followed by training will commence in February.

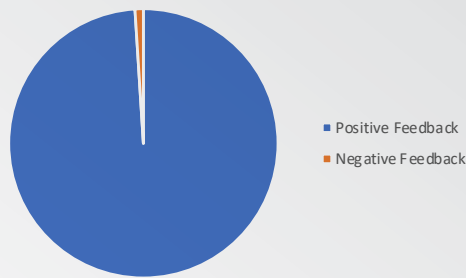
Learning and development also covers some of the staff training and staff have engaged with suicide awareness training provided by Ohana. There has been joint GAA/LGFA/Camogie staff training on Microsoft applications including Word, Excel, PowerPoint, OneDrive and Forms. There is also continual staff development provided by Sport Ireland and Percipio.

### Inclusion Training

In April and May 2021, the Learning and Development focus for volunteers was 'Inclusion'. During this 6-week period volunteers registered and attended 12 online events which were facilitated by CARA and ShoutOut. These events included:

- 3 training sessions on Sport Inclusion and Disability Awareness
- 3 training sessions on Disability Inclusion Training in partnership with The Cara Centre
- 3 training sessions on Autism in Sport
- 3 training session on LGBTQ+ Awareness in partnership with Shout Out:
  - Children's Officers
  - Players and Young Adults
  - Parents, Coaches and Teachers

Total Number of Volunteers engaged: 673			
60 volunteers engaged with Sport Inclusion & Disability Awareness	60 volunteers engaged with Disability Inclusion Training	60 volunteers engaged with Autism in Sport	473 volunteers engaged with LGBTQ+ Awareness



These events were very well attended and highlighted this as an area that our volunteers are interested in pursuing.

At the end of each training workshop, the volunteers were provided with a certificate of participation and was asked to complete a feedback survey using Microsoft Forms. This survey was completed by 94 participants, 24 from Sport Inclusion and Disability awareness, 8 Disability Inclusion training, 4 Autism in Sport and 58 LGBTQ+ awareness. 99% of participants found the training useful and would recommend it to others.

#### Volunteer Feedback

The volunteers who completed the training have stated that ideas that the individual or club could implement included:

- Promote inclusion and encourage ASD and children with disabilities (10)
- Adapt training to suit individuals, gain confidence and include more inclusive activities at training (5)
- Educate members and update policies (5)
- Add inclusion to the agenda for club meetings (3)
- Correct use of language at training (eg folks instead of girls; adapt registration forms with correct language) (3)
- Improve accessibility
- Visual supports – logos, pins etc
- Use of TREE model for coaching

The majority of volunteers stated that the training was excellent, informative and interactive and some attendees also suggested some ideas for improvement of training to include:

- Interaction from players and their experience of LGBTQ+
- Camogie specific examples of inclusion training
- Suggest some more clear practical ideas and help with wording and policies.

#### Further training suggested by participants included:

- Life support/First Aid (4)
- Mental health and psychological support for players and mentors (3)
- Racism (3)
- Resilience training for female teenagers (2)
- Bullying (2)
- Dealing with challenging behaviour (2)
- Nutrition
- Rules for all – not just referees
- Drug Awareness
- Gender equality
- Female Leadership

#### Follow up after Inclusion events

Following the events, all participants who registered were provided with:

- LGBTQ+ printable poster for their club
- LGBTQ+ Logo for websites, policies, and documentation
- CARA resource pack

There will be a follow up email sent to all participants to ask how the training as impacted on their club and if they have become more inclusive since completing the training with the Camogie Association.

#### PR Óg Training

Launched the PR-Óg 2021 programme, there was a high demand for the programme with over 125 PR-Ógs currently participating in the programme. There was also a demand from club and county PROs to participate and more than 150 PROs are also completing the modules for this programme which have included:

- Social Media training
- Canva Training
- Conducting interviews
- Writing match reports
- Twitter feed
- Match programmes
- hints and tips on how to report live during games

Each of these modules consist of resources/videos of content, tasks to complete, and an assessment.

- 21 of the PR-Ógs were interested in becoming County PR-Ógs and introductions and tasks were set during a meeting with the relevant county PROs.
- Training of facilitators and associates for online officer training. GAA/LGFA/Camogie have training 40 associates in using Office 365, Teams and Forms along with Carlow IT training on facilitating webinars to allow for successful training in 2021 CLDP programme.



- Production of help documentation on writing motions for congress which has been circulated to all clubs, counties and provinces as well as being released on the website and through social media. While sufficient demand was not there amongst volunteers to facilitate a training course, this will be delivered in 2022.
- Working with GAA to organise Officer training for 2020/2021. The following courses will be offered to all Camogie Association members:
  - Finance and governance training for club treasurers
  - Chairperson
  - Secretary
  - PRO
  - Creating a safe club
  - Essential communication skills for club officers
  - Essential training for data protection
  - Games Management System
- Camogie specific Club and County Treasurer training was completed with 24 County treasurer and 106 club treasurers registering with the training offered. Feedback was very positive and treasurers appreciated the supported provided.

Some of the helpful resources available to members include:

<https://camogie.ie/wp-content/uploads/2020/10/Virtual-Annual-General-Meeting-Guidance.pdf>

<https://camogie.ie/wp-content/uploads/2020/10/How-to-Schedule-and-Start-a-Webinar-on-Zoom.pdf>

<https://camogie.ie/wp-content/uploads/2020/04/Using-Teams-for-video-conferencing-.pdf>



## Section 3: Pride: Identity

The focus of the third strategic area of the National Development Plan, 2020-2023, is to promote Camogie to a wider audience and to focus on the commercial development of the sport.

Specifically, this area focuses on three key goals:

**Goal 7 – To revitalise the Camogie brand and identity**

**Goal 8 – To develop commercially to power and drive our core business**

**Goal 9 – To inspire more people to watch and engage with Camogie, locally, nationally and internationally**





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### 3. Pride (Identity)

Under the Pride/ Identity strategic theme, progress has unfortunately been slower than desirable during 2021, with a number of contributing factors.

The challenges of not having games being played for the first 5 months of the year presented challenges to increase 'eyes on the game'. No spectators were permitted for most of the year, and when spectators were permitted to return, they could do so only in limited numbers.

Departure of key staff in 2020 and in early 2021, with vacancies remaining in place for extended period of time for various reasons, mean that a number of items could not be progressed, and the workload was allocated to other team members.

Notwithstanding this – the Camogie Association proudly facilitated National competitions throughout 2021 which delivered the following Overall Figures

- a. Teams participating: 132
- b. Games played: 238
- c. Venues Used: 220
- d. National Referee's and Support Panel required for delivery of games:  
238 + 373 = 610
- e. Games streamed by the Camogie Association: 26 with over 127.8k viewers
- f. National Broadcasted Games:  
8 Games – RTE National Broadcast Partner
- g. Total Attendance Figures 2021: 45,814

And all of this in a year where for the most part spectators were not allowed to attend games, or were severely limited in numbers, and where our largest games - League Finals, Championship Quarter Finals, Semi Finals and All Ireland Finals were test events on the Government's Return to Sport calendar.

The commitment of our volunteers throughout this time, ensuring that venues were prepared, that all Covid 19 protocols were in place, accreditation lists were in place, health questionnaires were completed by all to ensure that games could be played was visible to all. The figures above would not have been possible without the gargantuan effort of volunteers and staff alike.

### 3.1 Broadcasting & Streaming

During the 'lock down' RTE our media partners included a number of camogie games in their series showcasing the top 20 all Ireland finals, which provided an opportunity for the general public to watch some fantastic camogie games and observe how far our game has progressed. RTE continued to support the Camogie Association when games returned and broadcast the League Finals, Championship Quarter Finals, Semi Finals and All Ireland Finals, as well as the finals of the senior all Ireland club championship 2020 live on RTE2 and RTE Player. Our games featured in highlights on regular news bulletins, and on the Sunday Game. This coverage on the National Broadcaster is transformational and provided excellent showcase for our games. We look forward to continuing this in 2022.

Streaming remained an important part of our offering and the Camogie Association moved to the YouTube platform providing easy access to all to streamed games. Streaming has enabled greater audiences to view our games, from the comfort of their homes, and we hope that the high standards and exciting games that they have witnessed will encourage people to come out and support our players on the field in person in 2022.

The restrictions in place throughout 2021 limited the opportunity for Camogie to run double headers with our colleagues in the GAA. Double headers facilitate a broadening of our audience and attendances and showcase camogie in high quality grounds. It is envisaged that these exciting pair ups will return in 2022.

### 3.2 Sponsorship

2021 was a different year from a sponsorship perspective. Work continued throughout the time without games, to be creative and come

up with new ideas to activate sponsorships and partnerships.

We pay a particular tribute to our sponsors AIB, Littlewoods Ireland and Tesco Ireland for their support, encouragement and positive approach to a challenging year. Remarkably it was possible to deliver on all sponsorship agreements in full by the end of the year, and the videos, outputs, podcasts and resources will live on, building excitement around our games and providing encouragement and education for a long time to come.



In 2021, the Camogie Association adopted a unique approach for the All-Ireland Championship Competition, following the departure of the previous sponsor, Liberty Insurance, by engaging in a charity partnership with ISPC Childline to raise awareness of the services that ISPC Childline provide. This partnership brought ISPC Childline to the fore at a time when their services were in huge demand, and the Camogie Association were very proud to engage in the partnership and share valuable airtime throughout the Championship with ISPC Childline.

#### 3.2.1 Engaging the GAA Commercial and Sponsorship Team

An exciting development towards the latter stages of 2021 was the announcement that the Camogie Association has engaged the GAA Commercial and Sponsorship team as an agent to work on behalf of Camogie in negotiation of



sponsorship and broadcast rights for the next 3 years. This deal followed significant negotiation and presents excellent opportunities to grow the Camogie Association commercial portfolio, and further diversify income streams. We look forward to a very successful partnership with our GAA colleagues over the next 3 years, and to maximise the commercial opportunities for the Camogie Association to enable us to continue our development work.

### 3.2.2 Licensing

Licensing has grown in importance to the Association throughout 2021 with an increased number of suppliers securing licenses to utilise the Camogie Association brand on playing uniform and branded wear. It is important that our units continue to use licensed suppliers only.

### 3.3 Positioning programmes

Unfortunately, due to the restrictions in place throughout the Championship campaign it was not possible to maximise the #LetsGoTogether campaign in 2021. Attendances for the All-Ireland quarter/ semi and final fixtures were restricted. We look forward to its return in 2022.

### 3.4 Online Ticketing

The Camogie Association moved to online ticketing during 2021 with the launch of Universe ticketing and the use of Ticketmaster ticketing systems. This has transformed how access to games works and improved the lot significantly for volunteers managing fixtures and gates. Online ticketing allowed management of spectator numbers, a requirement of the return to sport guidelines in place during 2021. More importantly it enables improved planning and minimises risk associated with cash at gates.

A number of units have adopted the Universe Ticketing system and the feedback is very positive with strong recommendations coming from Ard Chomhairle and a number of provincial units for all units to adopt online ticketing.

At a national level it is here to stay, and online advance purchase tickets will continue in 2022 and beyond.

### 3.5 Communications Strategy

The duration of the Communication Strategy came to a close in 2021, and the next iteration will be a task for the incoming Commercial and Communications Manager when they take up post in early 2022.



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## Section 4: Place: Leadership

The developments under this strategic action area include vital components such as collaboration and partnership building, facilities needs analysis, inclusion, ensuring that our players have a voice in our democratic processes, improved use of technology and governance.

**Goal 10 – To work collaboratively with the GAA and LGFA as part of the Gaelic Games Family**

**Goal 11 – To ensure appropriate playing facilities for Camogie.**

**Goal 12 – To provide an innovative, dynamic and sustainable Association that demonstrates best practise in governance and partnership.**







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## Section 4 - Leadership (Place)

### 4.1 Working Collaboratively

Collaboration across the Gaelic games family continued apace throughout 2021. It commenced with the Gaelic Games Covid Advisory Working Group which met regularly at the start of the year to interpret Government guidance and prepare supporting guidance documentation to our units. The year concluded with the establishment of a new Steering Group to apply and administer the Inter County Government Support scheme. Joint projects continue including

- Foireann membership Management System & Health Questionnaires
- Covid 19 Advisory group
- Joint Player Pathway
- Joint Officer Development Training
- Introduction to Gaelic Games Coaching Award
- Child Safeguarding

### 4.2 Working Groups/Research engagements with the Gaelic Games family in 2021

- Gaelic Games Sports Science Working Group, Athletic Development Subgroup – Development of an Athletic Development Expert Statement to be in scientific language and in layman’s language. Guidance on athletic development coach education pathway for the Gaelic Games Family – Player Welfare & Inclusion Coordinator
- National Health and Well-Being Committee Gaelic Games Family – Player Welfare & Inclusion Coordinator
- Healthy Clubs Committee – Player Welfare & Inclusion Coordinator
- GAA Games 4 All Committee – Participation & Retention Coordinator
- Go Games Review Group – initial Working Group review was submitted in late 2020 by Pat Culhane, now working with Vincent Whelan (LGFA), James Devane and Joe Carton (GAA) to produce a joint policy document, education, and relaunch strategy for 2022 – Munster Participation & Growth Coordinator
- Slíotar Work Group – Technical Development & Participation Manager

- Game Development Committee - Technical Development & Participation Manager
- Coaching Framework Work Group - Technical Development & Participation Manager and Coach Education & Development Coordinator.
- Future Leaders Work Group – Club & Education Support Coordinator
- Post Primary Work Group - Club & Education Support Coordinator
- National Féile Committee – Youth Development Coordinator
- GAA Hurling Committee – Coach Education & Development Coordinator
- POC Fada Committee – Referee Education & Development Coordinator
- Be Ready to Play Working Group – Youth Development Coordinator

### 4.3 Memorandum of Understanding

Work continues on the development of a new Memorandum of Understanding between the Camogie Association and the GAA. This will build on the success achieved under the previous memorandum and strive to achieve greater progress in specific areas. The outcome of the Motion being considered at Congress 2022 will set a clear mandate for the Camogie Association in relation to potential integration with the GAA, enabling planning and modelling for the future.

### 4.4 Covid 19 Resilience Support Funding

Following on the model from 2020, the Government Covid 19 Resilience support funding was provided to the Camogie Association following a joint application process with GAA and LGFA. The Camogie Association secured support of €500,000 through this scheme to help to offset the loss of gate income and grants during the 2021 year. Additional funding was provided to the GAA to provide supports to GAA, LGFA and Camogie Clubs.

This funding, received in December 2021 was most welcome and the Camogie Association are grateful to Sport Ireland and the Government for their continued support through this challenging time.

#### 4.5 Submissions to Government - Joint Committee on Tourism, Culture, Arts, Sport and Media

The Camogie Association were invited to make 2 written submissions to government Joint Committee on Tourism, Culture, Arts, Sport and Media during 2021.

1 - April 2021 - "Issues Facing Women In Sport And The Progress Made Following The 20x20 Campaign", where the written statement was followed by a round table discussion and

2 - December 2021 – "the elimination of any and all abuse directed toward referees, officials, and players in sport" which entailed a written submission.

It is important to maximise the opportunity to contribute constructively to relevant sports matters being considered by elected representatives. This can help raise awareness of Camogie, our structure, and the challenges that we face and garner valuable insights and inputs to develop solutions.

What was evident from preparation of the submissions, was the need to increasingly gather data and evidence from our members, to inform such submissions into the future and support evidence-based decision making for the Camogie Association as well as for our government and legislators.

#### 4.6 Inter County Government Support Scheme

Since launching in 2017 the Inter County Government support scheme has positively impacted the lives of Inter County female athletes. Its purpose is to provide funding that will support an enhanced playing and training environment for Inter County Camogie players and Ladies Footballers providing teams with support in the key areas of:

- I. Injury Prevention and Medical Cover
- II. Maximizing Player and Team Performance
- III. Access to Training Facilities

The scheme had undergone an independent audit in 2020, and in 2021 Sport Ireland appointed Kosi Corp to conduct an audit of the government funding schemes. The audit report was published in May 2021, and acknowledged that the sports codes were at different stages of development. The report recommended that the existing funding model for the female codes remain in place, and that it was appropriate for different models of support to be in place for the male and female schemes, given their different stages of development.

In May 2021 following several years of requests for increases by the Camogie Association, LGFA and GPA, as well as recommendations from the Kosi Corp. audit, the Government announced that the allocation to the female inter county support scheme would be increased to €2.4m from the previous allocation of €700,000 per annum. This welcome announcement enabled additional team supports in nutrition and gear, and also the introduction of player expenses.

The application process required a joint application with the GAA so that for the first time both female and male players were considered in the same application process, and a single application form, albeit through different allocation mechanisms.

As part of the recommendations from Kosi Corp, 2021 saw the establishment of an Inter County Steering Group, charged with applications and management of the process from now on. This group is chaired by Sport Ireland Board Member Iggy O'Muircheartaigh and membership is made up of The Camogie Association, LGFA, GAA and GPA as well as Sport Ireland Representatives. A submission in relation to 2022 will be made early in the new year.



#### 4.7 Sport Ireland

**Funding** – in December 2021 Sport Ireland confirmed a number of additional funding streams to support the work of the Camogie Association.

- The core grant to the Camogie Association was increased by €15,000
- €80,000 Women in Sport funding to support the continuation and growth of the MNA programme was confirmed over 2 years
- Dormant accounts funding was secured for inclusion projects to the value of €48,000
- Additional supports were provided for the extension of Coaching Teenage girls workshops throughout 2022.
- Research funding of €15,000 in collaboration with GAA

This is a huge additional investment by Sport Ireland into the work of the Camogie Association. We look forward to delivering and evaluating all of these projects, and continuing the fantastic collaborative work with Sport Ireland.

**Audits** - During 2021 the Camogie Association was subject to two separate Sport Ireland Audits, one in relation to Covid 19 Resilience funding for 2020 and the second a 'Pulse Audit' focussing on areas of finance and governance.

#### 4.8 Voluntary Code of Governance

The Camogie Association achieved compliance with the Voluntary Code of Governance in time for the Sport Ireland December deadline. It was quite an onerous task with specific requirements under 5 key headings

- Principle 1 – Leading Your Organisation
- Principle 2 – Exercising Control Over Our Organisation
- Principle 3 – Being Transparent and Accountable
- Principle 4 – Working Effectively
- Principle 5 – Behaving With Integrity

This compliance status is something that will need to be worked on continually each year with a series of actions to be carried out annually, and a schedule of policy reviews etc to be carried out on an ongoing basis.

The aim is to roll out many of these aspects over coming months through our units, to

enhance the governance compliance across the Association. Further information will follow in due course.

Thanks to the governance committee for their assistance in achieving this compliance requirement.

#### **4.9 Sport Ireland – Gov Enhance Programme**

A number of our volunteer leaders, and staff members have participated in Sport Ireland webinars, courses and workshops under the umbrella of Gov Enhance. The aim of Sport Ireland Gov Enhance is to broaden awareness and understanding of the governance requirements on voluntary sporting organisations and their Boards, and build capacity of volunteers and staff members to ensure that organisations continue to be run to the highest standards in compliance with the voluntary code of governance.

#### **4.10 Creating A Sustainable Financial Model**

The Association's audited accounts for 2021 are presented later in this Report. Similar to 2020, there were significant impacts as a result of COVID 19 on a number of Association revenue streams.

The Management team maintained a prudent approach to spending throughout 2021, maintaining tight controls throughout the year. The association also availed of the EWSS scheme up until September 2021. This support along with the Covid 19 Resilience supports provided by Government are detailed in the notes of the Financial Statements.

The Association continued to maintain a prudent Reserves Policy to protect against financial risks, and the Resource Management Committee and Ard Chomhairle monitored the management accounts throughout the year. All of these elements combine to deliver a significant surplus at year end 2021.

#### **4.11 Indebtedness Review**

Provincial and County Board financial statements are required to be submitted by each

unit following their AGM and examined for their procedural compliance in different areas. The Association's Resource Management Committee did not select units in 2021 to participate in a review of their financial procedures.

#### **4.12 Supporting Units In Development of Facilities for Camogie**

In early 2021 a number of units submitted sports capital grant applications, which were supported by the Camogie Association –

- Westport GAA in collaboration with Mayo Camogie
- Tipperary Camogie
- Clare Camogie

For any units considering submitting sports capital applications in the future, please engage with the national office as early as possible, so that the maximum assistance can be provided, and all aspects of due diligence can be applied and completed in advance of the submission deadline.

#### **4.13 GAA Property and Liability Insurances**

In 2021, following the provision of Covid 19 Resilience supports to the Gaelic Games family, to be administered to clubs, a credit note was provided in relation to insurance costs for 2021 to cover 5/6 of the costs. The Camogie Association usually contribute toward the Property and Liability Insurance policy taken out by the GAA. This is usually collected in the form of an annual €300 charge to each Camogie Club.

#### **4.14 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 (full members), 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.

## NATIONAL DEVELOPMENT PLAN UPDATE

In January 2021, the Camogie Association established a National Development Plan Implementation Committee (NDPIC) to review the implementation of the plan, and develop a suite of performance indicators, milestones, and targets against which progress can be measured. The NDPIC recognised that measurement and evaluation of progress using these KPIs is dependent upon accurate and timely information, and over the last 12 months has worked closely with staff and Committees to develop and implement a new Performance Reporting Framework for all milestones, that monitors their progress against the 12 goals, within the four-year plan.

The Camogie Association National Development Plan 2020-2023 was designed to deliver outputs (numbers which can be measured) and outcomes (long term change). This Executive Reporting Framework for the Camogie Association's National Development plan tracks the 12 key goals, aligned to our 4 strategic action areas, that demonstrates our ambition to advance all aspects of Camogie over the course of the 4-year plan.

This reporting framework has allowed us to capture all 149 milestones in the plan, assign KPI's to each milestone and provide this succinct report on our overall progress across all programmes. This reporting structure has been in place and operation since May 2021. It also provides an executive Programme summary along with a RAG status against all milestones, a list of major issues, risks, dependencies, and changes in the plan. It also has aligned the relevant milestones to the main other sub-committees, along with determining a weighting system as requested by Ard Chomhairle, to allow staff have more clarity of focus on delivering against High Impact key strategic milestones.

The framework has helped significantly reduce manual duplication of effort for staff as it's used in a much more collaborate way. It is aligned to industry standards and has greatly helped with holistic reporting to Sport Ireland and other bodies.

A staff of 18 within the Camogie Association and two employed staff by Ulster Council who have responsibility for the delivery of 149 milestones in 2021, as part of delivery of the Camogie Association National Development Plan 2020 – 2023, supported by our National Committees and Ard Chomhairle.

## ACHIEVEMENTS IN THIS REPORTING PERIOD

**Financial Stability** - The Association secured significant Covid 19 Resilience Fund Grant Aid from Government (€500,000) in December 2021, which when considered with significant budget cuts through the year, gaps in staffing, gate receipts above expectations in the year (due to restrictions), and Government employment supports, meant that at year end the Association had moved to a strong financial year generating a surplus.

**Flexibility and Adaptability** - despite the on-field activity of the Association being closed down for the first 5 months of the year, due to covid restrictions in both jurisdictions, the staff of the Association worked with and supported volunteers and the wider stakeholder group in a myriad of creative and innovative ways to continue engagement, education and development - and ultimately deliver on NDP objectives in spite of the restrictions in place.

**Progress Against Targets** - Since Q3 report our completion percentage has increased from 12% to 60%, with 90 various milestones having been achieved and completed such as completion of National County Caman's, staff training, government support scheme, and streaming of national games.

As of the end of Q4 2021 60% i.e., 90 of our milestones are now completed, with a further 0.7% i.e., 1 of our milestone deliverables is still active awaiting data input. Of the 34 key milestones in amber status, 12 milestones will be completed in Q1 of 2022. This was due to covid restriction prior to Christmas and impact from third parties or specific initiative timelines.

### **CHALLENGES/ISSUES/RISKS IN THIS REPORTING PERIOD.**

The Camogie Association, as with all sporting organisations in 2021 have experienced significant challenges as in delivery of several key areas and have 39% i.e., 58 Key Milestones in an Amber or Red status, linked to:

- Reductions and restrictions on budget and spending cuts made on the basis of a lack of financial security for the Association, due to loss of gate income, loss of key grants and absence of key sponsors.
- Commercial and Communications managers roles not being filled during the year for various reasons (an unsuccessful Communications Manager recruitment competition in Summer 2021 left vacancy remaining), and work with GAA to develop agency relationship in relation to Sponsorships, required a complete re-evaluation of the Commercial development Manager Role. This combined with budget restrictions, in a market where salaries have grown hugely, has led to a restructure of the roles from 2 manager roles (one senior and one junior) to One Senior Manager (Commercial and Communications Manager) and one Co-ordinator Level (Executive) Role. These roles are currently in recruitment.
- Third Party collaboration activities not proceeding.
- Covid 19 Restrictions in both jurisdictions impacting on events and programmes. E.g., travel restrictions, participation numbers, spectator restrictions etc
- Increased fees.
- Milestones identified early in 2021 as been actioned in 2022.

Our NDP Committee are satisfied that the Executive Reporting Framework has now been firmly established It encompasses all the areas and processes that are required to deliver against the plan and that the CA staff have fully adopted using the reporting framework as envisaged, to provide for better collaboration, ways of working and successful outcomes. Over the next 12 months, the NDPIC will continue to work with staff and other committees to develop and implement a comprehensive research and stakeholder engagement project aimed at creating a strong evidence base from which informed decisions can be made.

# Appendices







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## Appendix 1:

### Ard Chomhairle membership and meetings attended during 2021

Name	Position	Total Attended
Hilda Breslin	Uachtaran from (10/04/21)	16/16
Kathleen Woods	Uachtaran to (10/04/2021)	4/4
Sinead McNulty	Ard Stiúrthóir	20/20
Niamh Kilmartin	Secretary	20/20
Patsy O'Keeffe	Treasurer	17/22
Geraldine McGrath	Connacht Chairperson (to 10/04/2021)	4/4
Brian Molloy	Connacht Chairperson (From 10/04/2021)	14/16
Hilda Breslin	Leinster Chairperson (to 10/04/2021)	4/4
Linda Kenny	Leinster Chairperson (From 10/04/2021)	16/16
Marion Graham	Munster Chairperson	19/20
Deirdre McGrath	Ulster Chairperson	19/20
Kitty Morley	Connacht Delegate (to 10/04/2021)	3/4
Deirdre Burke	Connacht Delegate (from 10/04/2021)	12/16
Mairead Haugh	Leinster Delegate	14/20
Marie Kearney	Munster Delegate	20/20
Karen McCormick	Ulster Delegate	17/20
VACANT to April 2021	PR & Communicatiosn Representative	
Geraldine McGrath	PR & Communicatiosn Representative (from 10/04/2021)	16/16
VACANT to April 2021	Coaching and Games Representative	
Cormac Ginty	Coaching and Games Representative (from 10/04/2021)	12/16
Martin McAviney	Trustee	7/20
VACANT to April 2021	Trustee	
Tom Daly	Trustee (from 10/04/2021)	8/16
Liam Lenehan	Ex Officio - GAA Representative	7/20

## Appendix 2:

### Staff (As at end of December 2021)

Position	
Ard Stiúrthóir	Sinéad McNulty
Technical Development and Participation Manager	Louise Conlon
Finance Manager	Brendan McCabe (to May 2021), Siobhan Cunniffe (From May 2021)
Commercial Manager	Vacant
Communications Manager	Cian Nelson (to Feb 2021), Sarah Stanley (July 2021), Vacant
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 Hefferanan
Club & Education Support Co-Ordinator	Liam Clancy
Learning and Development Co-Ordinator	Pamela Frizelle (to Sept 2021)
Referee Education Co-Ordinator	Lizzie Flynn
Player Welfare & Inclusion Co-ordinator	Paul O'Donovan (to Jan 2021), Louise Keane (From June 2021)
Coach Education and Development Co-Ordinator	Niall Williams
Connacht Participation and Growth Co-Ordinator	Vacant
Leinster Participation and Growth Co-Ordinator	Sabrina Larkin
Munster Participation and Growth Co-Ordinator	Stuart Reid
<b>Ulster Camogie Council</b>	
Administration Manager	Julie O Neill
Administration Assistant	Mairead O Gorman (to April 2021)
Ulster Participation and Growth Co-Ordinator	Ryan Gaffney

#### Occasional Roles

**Garda Vetting Officer:** Ray Quigley

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

**M.N.A Programme Servicing Officer:** Sinead O Regan

**Occasional Event Manager:** Broghan Gaughan

**Clerical Office:** Claire Farrell

#### Former National Staff (who left since Congress 2021)

Pamela Frizelle (Learning and Development Co-Ordinator)

Alan Malone (Operations Co-Ordinator) (February 2022)

Brendan McCabe (Finance Manager)

## Appendix 3:

### Torthaí na gComórtas / Competition Results 2021 – National Competition Results

Competition	Winners	Runners-Up	Referee
All-Ireland Senior Championship	Galway	Cork	Liz Dempsey
All-Ireland Intermediate Championship	Antrim	Kilkenny	Conor Quinlan
All-Ireland Premier Junior Championship	Wexford	Armagh	Kevin O'Brien
Nancy Murray Cup	Mayo	Tyrone	John Burke
All-Ireland Minor A	Kilkenny	Cork	Ray Kelly
All-Ireland Minor B	Antrim	Offaly	Mike Ryan (Tipperary)
All-Ireland Minor B Replay	Antrim	Offaly	Gavin Donegan
All-Ireland Minor B Shield	Roscommon	Meath	Barry Nea
All-Ireland Minor C	Cavan	Mayo	Orla Donnelly
All-Ireland Minor C Shield	Tyrone	Donegal	Conor Quinlan
All-Ireland Under 16A	Cork	Kilkenny	John Dermody
All-Ireland Under 16B	Meath	Offaly	Mike Ryan (Galway)
All-Ireland Under 16C	Westmeath	Roscommon	Paul O'Neill
All-Ireland Under 16D	Wicklow	Mayo	Paul Hunston
National League Division 1	Kilkenny	Galway	Justin Heffernan
National League Division 2	Down	Antrim	Barry Nea
National League Division 3	Wexford	Armagh	Conor Quinlan
National League Division 4	Cavan	Roscommon	Aaron Hogg
All-Ireland Senior Club Championship 2020 (played December 2021)	Oulart the Ballagh	Sarsfields	Andy Larkin
All-Ireland Intermediate Club Championship 2020 (played January 2022)	St. Rynaghs	Gailltír	Gavin Donegan
All-Ireland Junior Club Championship 2020 (played January 2022)	Raharney	Clanmaurice	Philip McDonald
All-Ireland Junior B Club Championship 2020 (played December 2021)	Naomh Treasa	Knockananna	Bernard Heaney

Competition	Winners	Runners-Up	
Ashbourne Cup 2021	Not played due to Covid		
Ashbourne Shield 2021	Not played due to Covid		
Purcell Cup 2021	Not played due to Covid		
Purcell Shield 2021	Not played due to Covid		
Fr. Meachair Cup 2021	Not played due to Covid		
Ó Maolagáin Cup 2021	Not played due to Covid		
All-Ireland Post-Primary Level Senior A	Not played due to Covid		
All-Ireland Post-Primary Level Senior B	Not played due to Covid		
All-Ireland Post-Primary Level Senior C	Not played due to Covid		
All-Ireland Post-Primary Level Senior D	Not played due to Covid		
All-Ireland Post-Primary Level Junior A	Not played due to Covid		
All-Ireland Post-Primary Level Junior B	Not played due to Covid		
All-Ireland Post-Primary Level Junior C	Not played due to Covid		
All-Ireland Post-Primary Level Junior D	Not played due to Covid		

#### National Féile na nGael 2020

In 2021 there were no winners of the National camogie Féile competition or the regional camogie Féile competition due to Covid 19 and its effects on organising large scale events. The Féile skills competition was also cancelled.

#### POC FADA

Senior Winner	Molly Lynch
U16	Cancelled

## Appendix 4:

### Number of Intercounty fixtures by competition in 2021.

Championship	Number of teams entered	Number of fixtures played	Number of withdrawals/walkovers
All-Ireland Senior	12	25	0
All-Ireland Intermediate	12	25	0
All-Ireland Premier Junior	10	17	3
All-Ireland Minor A	9	14	0
All-Ireland Minor B	7	13	2
All-Ireland Minor B Shield	5	13	1
All-Ireland Minor C & C Shield	6	12	2
All-Ireland U16 A	9	14	0
All-Ireland U16 B	7	12	0
All-Ireland U16 C	6	9	0
All-Ireland U16 D	6	9	0
National League	Number of teams entered	Number of fixtures played	Number of withdrawals/walkovers
Division 1	9	16	0
Division 1	14	28	0
Division 1	8	13	1
Club Championship		Number of fixtures played	Number of withdrawals/walkovers
2020 All-Ireland Senior, Intermediate, Junior & Junior B		11	0

## Appendix 5:

### 2021 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.

#### 2021 All-Stars Nominees

<b>Goalkeepers:</b>
Sarah Healy (Galway), Amy Lee (Cork), Aoife Norris (Kilkenny)
<b>Full-Back Line:</b>
Shauna Healy (Galway), Davina Tobin (Kilkenny), Dervla Higgins (Galway), Colette Dormer (Kilkenny), Sarah Dervan (Galway), Libby Coppinger (Cork), Mary Ryan (Tipperary)
<b>Half-Back Line:</b>
Meighan Farrell (Kilkenny), Laura Hayes (Cork), Caitriona Cormican (Galway), Siobhán Gardiner (Galway), Laura Treacy (Cork), Emma Helebert (Galway), Saoirse McCarthy (Cork)
<b>Midfield:</b>
Niamh Kilkenny (Galway), Hannah Looney (Cork), Ashling Thompson (Cork), Ereena Fryday (Tipperary), Shona Curran (Waterford)
<b>Half-Forward Line:</b>
Aoife Donohue (Galway), Denise Gaule (Kilkenny), Chloe Sigerson (Cork), Orla O' Dwyer (Tipperary) Katie Nolan (Kilkenny), Mary O' Connell (Kilkenny), Róisín Howard (Tipperary)
<b>Full-Forward Line:</b>
Siobhán McGrath (Galway), Ailish O' Reilly (Galway), Katrina Mackey (Cork), Niamh Mallon (Down), Orlaith McGrath (Galway), Cáit Devane (Tipperary), Amy O' Connor (Cork)

#### 2021 Soaring Stars Nominees

<b>Goalkeepers:</b>
Caitriona Graham (Antrim), Sinéad Farrell (Kilkenny), Ciarrai Devlin (Armagh)
<b>Full-Back Line:</b>
Chloe Drain (Antrim), Niamh Leahy (Kilkenny), Maria Lynn (Antrim), Aislinn Harvey (Armagh), Róisín Phelan (Kilkenny), Niamh Donnelly (Antrim), Laura Ward (Galway)
<b>Half-Back Line:</b>
Sarah Crowley (Kilkenny), Aideen Brennan (Wexford), Caoimhe Conlon (Antrim), Claire Coffey (Meath), Leanne Fennelly (Kilkenny), Clodagh Tynan (Laois), Caoimhe Mahon (Galway)
<b>Midfield:</b>
Chloe Cashe (Wexford), Nicole O' Neill (Antrim), Lucia McNaughton (Antrim), Ciara Phelan (Kilkenny), Aoife Minogue (Meath)
<b>Half-Forward Line:</b>
Maeve Kelly (Antrim), Ava Lynskey (Galway), Eva Hynes (Kilkenny), Jane Dolan (Meath), Ciara Banville (Wexford), Elisha Broderick (Galway), Sarah Walsh (Kilkenny)
<b>Full-Forward Line:</b>
Róisín McCormick (Antrim), Caitrin Dobbin (Antrim), Ciara O' Keeffe (Kilkenny), Amy Gaffney (Meath), Ciara Donnelly (Armagh), Cora Kenny (Galway), Sophie O' Dwyer (Kilkenny).

<b>Senior Players' Player of the Year Shortlist:</b>
Aoife Donohue (Galway), Niamh Kilkenny (Galway), Hannah Looney (Cork)
<b>Intermediate Players' Player of the Year Shortlist:</b>
Sarah Crowley (Kilkenny), Maeve Kelly (Antrim), Roisin McCormick (Antrim)
<b>Premier Junior Players' Player of the Year Shortlist:</b>
Aideen Brennan (Wexford), Chloe Cashe (Wexford), Ciara Donnelly (Armagh)
<b>Manager of the Year:</b>
Cathal Murray (Galway)

# 2021 Cuntais Airgid







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**AN CUMANN CAMÓGAÍOCHTA**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED**  
**31ST DECEMBER 2021**

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

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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 FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council.

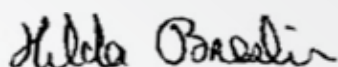
The Ard Chomhairle is required to prepare financial statements which give a true and fair view of the state of the assets, liabilities and financial position of the Association as at the financial year end date and of the surplus or deficit of the Association for the financial year.

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.

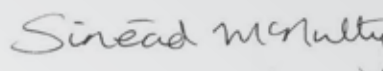
The Ard Chomhairle is responsible for ensuring that the Association keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Association, enable at any time the assets, liabilities, financial position and surplus or deficit of the Association to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



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**Hilda Breslin**  
Uachtarán



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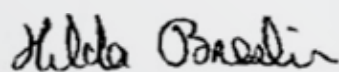
**Sinead McNulty**  
Ard Stiúrthóir

**Date: 18<sup>th</sup> February 2022**

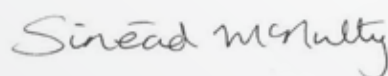
## AN CUMANN CAMÓGAÍOCHTA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2021

	Page	2021 €	2020 €
<b>INCOME</b>			
Grants – Sport Ireland	12.	468,270	471,425
Grants – Sport Ireland – Resilience Fund	12.	500,000	1,095,000
Grants – Cumann Lúthchleas Gael	13.	20,000	-
Other Income		1,355,699	832,084
		<hr/>	<hr/>
Income before Government Support Scheme		2,343,969	2,398,509
Government Support Scheme	14.	2,359,146	232,102
		<hr/>	<hr/>
Total Income		4,703,115	2,630,611
<b>EXPENDITURE</b>			
Expenditure before Government Support Scheme		1,560,804	1,862,580
Government Support Scheme	14.	2,359,146	232,102
		<hr/>	<hr/>
Total Expenditure	7.	3,919,950	2,094,682
SURPLUS OF INCOME OVER EXPENDITURE		783,165	535,929
BALANCE BROUGHT FORWARD		1,681,833	1,145,904
		<hr/>	<hr/>
<b>BALANCE CARRIED FORWARD</b>		<b>2,464,998</b>	<b>1,681,833</b>
		<u><u>                    </u></u>	<u><u>                    </u></u>



Hilda Breslin  
Uachtarán

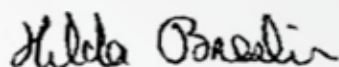


Sinead McNulty  
Ard Stiúrthóir

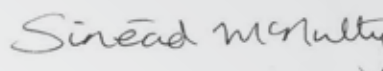
## AN CUMANN CAMÓGAÍOCHTA

BALANCE SHEET AS AT 31<sup>ST</sup> DECEMBER 2021

	Note	2021	2020
		€	€
<b>CURRENT ASSETS</b>			
Debtors and Prepayments	6.	141,061	121,088
Stock	5.	2,892	2,892
Cash at Bank and in Hand	15.	2,813,883	2,510,154
Cash at Bank in respect of Government Support Scheme	16.	214,754	437,677
		_____	_____
		<b>3,172,590</b>	<b>3,071,811</b>
		_____	_____
<b>CREDITORS</b>			
Creditors and Accruals	7.	297,384	802,579
Deferred Income	8.	195,454	149,722
Government Support Scheme	16.	214,754	437,677
		_____	_____
		<b>707,592</b>	<b>1,389,978</b>
		_____	_____
<b>NET CURRENT ASSETS</b>		<b>2,464,998</b>	<b>1,681,833</b>
		_____	_____
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>2,464,998</b>	<b>1,681,833</b>
		=====	=====
<b>REPRESENTED BY:</b>			
Revenue Account		2,464,998	1,681,833
		_____	_____
		<b>2,464,998</b>	<b>1,681,833</b>
		=====	=====



Hilda Breslin  
Uachtarán



Sinead McNulty  
Ard Stiúrthóir

## AN CUMANN CAMÓGAÍOCHTA

INCOME ACCOUNT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2021

	Note	2021 €	2021 €	2020 €	2020 €
Grants - Sport Ireland	10.		468,270		471,425
Grants - Sport Ireland Resilience Fund	11.		500,000		1,095,000
Grants - Cumann Lúthchleas Gael	12.		20,000		-
Affiliation Fees		578,963		490,132	
Championship Gate Receipts	13.	409,664		60,461	
National League Gate Receipts		17,002		9,176	
Programme Sales		17,241		2,665	
Fines/Appeals		7,250		6,300	
Sponsorships		185,700		162,800	
Deposit Interest		14,830		14,868	
Course/Workshop Fees		33,234		15,200	
Licensing Income		91,815		66,867	
Merchandising Income	14.	-	1,355,699	3,615	832,084
Income before Government Support Scheme			2,343,969		2,398,509
Government Support Scheme	16.		2,359,146		232,102
<b>TOTAL TO INCOME AND EXPENDITURE ACCOUNT</b>			<b>4,703,115</b>		<b>2,630,611</b>



## AN CUMANN CAMÓGAÍOCHTA

## EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2021

	Note	2021 €	2021 €	2020 €	2020 €
Wages & Salaries	1.	566,864		553,038	
Staff Travel Expenses		<u>21,002</u>	587,866	<u>26,398</u>	579,436
<b>The Game</b>					
Initiatives, Programmes, Grants & Player Welfare		140,446		30,405	
Administration of Fixtures		228,590		129,174	
All Ireland Participation Grants		<u>32,580</u>	401,616	<u>22,600</u>	182,179
<b>Volunteer</b>					
Coach Education	1.	63,714		27,684	
Referee Development		14,723		6,648	
Volunteer Leadership: Club and County		<u>21,172</u>	99,609	<u>6,334</u>	40,666
<b>Identity</b>					
All Star and Player of the League Awards		29,401		461	
All Star Tour		-		(115)	
Marketing and Public Relations	2.	114,902		126,573	
Merchandising Costs	14.	-		1,887	
Website		<u>710</u>	145,103	<u>517</u>	129,323
<b>Strategic Grants</b>					
Inter-County Championship Fixture Grants		-		249,070	
Resilience Fund Provincial & County Grants		-		495,000	
Provincial Council Development Grants		18,105		10,000	
Development Grant Aid		=	18,105	<u>2,097</u>	756,167
<b>Leadership</b>					
Congress & Committee Expenses		31,908		37,575	
National Fixture Completion Grants to Counties		38,250		36,750	
Child Safeguarding Administration	1.	23,918		15,201	
President's Honorarium		15,750		15,000	
Audit Fees		5,445		5,535	
Bank Interest and Charges		5,332		1,613	
Legal & Professional Fees	3.	143,365		15,357	
Information Technology		9,643		13,191	
Stationery & Office Expenses		12,797		11,098	
Telephone & Postage		12,588		11,912	
Performance Management & Team Development		5,049		2,554	
Subscriptions		4,596		2,495	
NDP Consultancy & Consultation		-		3,282	
Registrations Transaction Costs		-		2,548	
Foreign Exchange Adjustment		<u>(136)</u>	308,505	<u>698</u>	174,809
Government Support Scheme	15.		<u>2,359,146</u>		<u>232,102</u>
<b>TOTAL TO INCOME AND EXPENDITURE ACCOUNT</b>			<b><u>3,919,950</u></b>		<b><u>2,094,682</u></b>

## AN CUMANN CAMÓGAÍOCHTA

### STATEMENT OF ACCOUNTING POLICIES

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

The financial statements have been prepared in compliance with FRS 102 “The Financial Reporting Standard applicable in the UK AND Republic of Ireland” issued by the Financial Reporting Council.

#### **ACCOUNTING CONVENTION**

The financial statements are prepared under the historical cost convention.

#### **FIXED ASSETS**

The Association expenses the cost of all assets, mainly office equipment, in the year in which the assets are purchased.

#### **Trophies**

The cost of trophies is expensed when they are acquired.

The following trophies were valued at the indicated amounts during 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

	2021	2020
	No.	No.
<b>Number of Employees</b>		
The average number of employees during the year was	17	18
Funded Graduate	-	1
	=====	=====
<b>Staff costs are comprised of:</b>		
	2021	2020
	€	€
Staff Wages and Salaries	513,432	483,497
Employer's PRSI Costs	31,742	57,752
Employer's Pension Contributions	21,690	11,789
	=====	=====
	<b>566,864</b>	<b>553,038</b>
	=====	=====
<b>Other payroll costs not included in staff costs above:-</b>		
	2021	2020
	€	€
Coaching and Tutors	41,672	19,500
Child Protection	19,929	10,328
Employer's PRSI	4,476	2,596
	=====	=====

The Camogie Association availed of the government Covid 19 wage subsidy schemes, the Temporary Wage Subsidy Scheme and the Employment Wage Subsidy Scheme in 2020 and 2021. The Association received subsidy payments in the amount of €257,308 (2020 €220,459), which has been offset against staff wages and salary costs.

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

	2021	2020
	No.	No.
Salary of €60,000 to €69,999	0	1
Salary of €70,000 to €79,999	0	0
Salary of €80,000 to €89,999	0	0
Salary of €90,000 to €99,999	0	0
Salary of €100,000 to €109,999	1	1

## AN CUMANN CAMÓGAÍOCHTA

### NOTES TO THE FINANCIAL STATEMENTS

#### 2. MARKETING AND PUBLIC RELATIONS

	2021 €	2020 €
Commercial Sponsorship Support	-	710
Media Awards & Launches	2,769	3,041
Market Information Analysis	10,962	9,102
Video Recordings & Streaming	57,568	34,325
Photography	13,376	14,070
Editorial Services	15,338	15,501
TV Broadcasting	-	49,200
Digital Artwork & Magazine	833	-
Ticket Promotion Campaign	14,147	624
	<u>114,993</u>	<u>126,573</u>

#### 3. LEGAL AND PROFESSIONAL

	2021 €	2020 €
Legal Fees	90,512	11,311
Professional Fees	27,770	3,935
Staff Recruitment Costs	25,083	111
	<u>143,365</u>	<u>15,357</u>

Legal costs include the costs incurred by the Association in relation to two disputes taken to the DRA in 2021. A governance review was completed in 2021, the costs of which are included in professional fees.

#### 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 cost and claims. From 2018, An Cumann Camógaíochta's share of this cost is borne by Camogie units. An excess of insurance recovered €17,630 (2020 €17,630) has been ringfenced to cover future insurance costs. Under Covid 19 resilience funding 2020, support was made available to the GAA, Camogie Association & LGFA clubs. This was allocated by agreement to offset the club insurance costs for 2021.

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 5. STOCKS

	Note	2021 €	2020 €
Merchandising goods at cost		2,892	2,892
		<u>2,892</u>	<u>2,892</u>

## 6. DEBTORS AND PREPAYMENTS

		2021 €	2020 €
Sponsorship		66,759	72,500
Licensing Income		31,220	27,942
Property and Liability Insurances	4.	-	18,786
Grants – Facilities Hire		20,000	-
Other Debtors and Prepayments		23,082	1,860
		<u>141,061</u>	<u>121,088</u>

## 7. CREDITORS

(amounts falling due within one year)

		2021 €	2020 €
Creditors		3,028	38,398
Accruals		212,842	193,400
PAYE, PRSI & USC		24,759	25,013
Pension		-	4,352
Property and Liability Insurances	4.	-	18,786
Insurance Reserve Fund		17,630	17,630
Sport Ireland Resilience Fund Grant		6,000	495,000
Other Grants		33,125	10,000
		<u>297,384</u>	<u>802,579</u>

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 8. DEFERRED INCOME

	2021 €	2020 €
Licensing Income	28,135	20,333
Sponsorship Income	65,000	104,000
Sport Ireland Grants	102,319	25,389
10.	<u>195,454</u>	<u>149,722</u>

## 9. INCOME AND EXPENDITURE ACCOUNT

	2021 €	2020 €
Opening Balance	1,681,833	1,145,904
Surplus for year	783,165	535,929
Closing Balance	<u>2,464,998</u>	<u>1,681,833</u>

## 10. GRANTS - SPORT IRELAND

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

	Grant Deferred 01/01/2021 €	Grant Received €	Grant Expended €	Grant Deferred 31/12/2021 €
Core Grant	-	435,000	435,000	-
Dormant Account 2020 – Aspire Graduate Programme	1,851	-	1,851	-
Women in Sport – M.N.A. Programme	23,538	40,000	21,150	42,388
Dormant Account 2021 – Community & Disability Strand	-	43,200	-	43,200
Special Project	-	27,000	10,269	16,731
	<u>25,389</u>	<u>545,200</u>	<u>468,270</u>	<u>102,319</u>

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

## 11. GRANTS – SPORT IRELAND – RESILIENCE FUND

	2021	2020
	€	€
Resilience Fund – Province/County	-	495,000
Resilience Fund – National Association	500,000	300,000
Inter-County Fixtures Funding	-	300,000
	<u>500,000</u>	<u>1,095,000</u>

Covid 19 funding of €500,00 was received by the Association in 2021 to assist in offsetting identified national costs and the reduction in revenue due to Covid 19. In 2020, Covid 19 resilience funding and inter-county championship fixture funding was received from Sport Ireland. This funding was distributed to counties in the form of grants towards championship costs. No equivalent funding was received in 2021.

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

## 12. GRANTS - CUMANN LÚTHCHLEAS GAEL

	2021	2020
	€	€
Grants -	20,000	-
	<u>20,000</u>	<u>500,000</u>

A grant of €20,000 was agreed with the GAA to help offset the stadium costs incurred for fixtures with limited attendance/gate income.

In 2018, a comprehensive Memorandum of Understanding was agreed between the GAA and An Cumann Camógaíochta. Due to the significant impact of the pandemic on the operations of the GAA, no funding was received in 2020 or 2021

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 13. CHAMPIONSHIP GATE RECEIPTS

	2021	2020
	€	€
Inter-county	394,092	21,120
Club	15,572	39,341
	<u>409,664</u>	<u>60,461</u>

Intercounty receipts include prepaid All Ireland tickets purchased by clubs of €0 (2020 €28,700). Income received for All Ireland tickets in 2020 has been reserved, where it can be used for All Ireland final tickets in 2022.

## 14. MERCHANDISING INCOME/EXPENDITURE

	2021	2020
	€	€
Merchandising Income	-	3,615
Merchandising Expenditure	-	(1,887)
	<u>-</u>	<u>1,728</u>

## 15. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	Opening Balance	Net Cash Flows	Closing Balance
	€	€	€
Cash at Bank and in Hand	2,510,154	303,729	2,813,883
Government Support Scheme	437,677	(222,923)	214,754
	<u>2,947,831</u>	<u>80,806</u>	<u>3,028,637</u>

The Association has appropriate controls in place to prudently manage and safeguard its cash resources. Government funding of €214,754 is held by the Association at the end of 2021 on behalf of the Inter County Camogie and Ladies Football Government Grant Scheme.



## AN CUMANN CAMÓGAÍOCHTA

### NOTES TO THE FINANCIAL STATEMENTS

#### 16. GOVERNMENT SUPPORT SCHEME

	2021	2020
	€	€
Opening Grant Income Deferred	437,677	248,778
Grants Received	2,136,224	421,000
Grants Allocated	(2,281,947)	(109,233)
Grants Administration	(77,200)	(122,868)
	<u>(2,359,147)</u>	<u>(232,101)</u>
Closing Grant Income Deferred	<u><u>214,754</u></u>	<u><u>437,677</u></u>

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media is the sponsoring Department for the Government Support Scheme income. The Camogie Association annual accounts include the Government Support for Inter-county Camogie and Ladies Football adult intercounty teams. Grant monies received for the Government Support for Inter-county Ladies Camogie and Football Players Scheme are disbursed by the Association to counties and in respect of the administration of the scheme.

The grant expended during the year has three elements for counties namely; 1. Injury Prevention and Medical Cover, 2. Maximising Player and Team Performance and 3. Access to Training Facilities. In 2021 the Government Support Scheme was increased substantially, and funding was allocated to player travel expenses, team nutrition and gear costs. This funding is shown in the grant received and allocated under the Government Support Scheme.

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

#### 17. ADMINISTRATION OF FIXTURES EXPENDITURE

Fixture costs increased for 2021 due to the impact of Covid:

- Referees / umpires were required to travel separately to fixtures
- In addition to the All-Ireland Final 2021 (which was a triple header), the National League final and Championship semi-finals were both held in Croke Park as test events which incurred stadium costs. All-Ireland final 2020 was a single header with no spectators in attendance

## **AN CUMANN CAMÓGAÍOCHTA**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **18. TAXATION**

An Cumann Camógaíochta is tax compliant.

#### **19. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES**

There were no capital commitments or contingent liabilities at 31<sup>st</sup> December 2021.

#### **20. COVID PANDEMIC**

As a direct result of the ongoing Covid 19 pandemic which originated in March 2020 and has affected all facets of life throughout the world, the operations of the Association were severely curtailed in early 2021, with on field activities completely suspended for 5 months, returning gradually (intercounty activity first, followed by club activity).

In order to alleviate the financial pressure on the association and other NGB's of Sport as a consequence of this curtailment, the Government, via Sport Ireland, made grant aid available to cover ongoing costs of the Association.

The level of grant aid received by the Association is detailed in note 11.

The Camogie Association introduced on-line ticketing in 2021 to help to deal with spectator restrictions that were in place for much of 2021.

#### **21. APPROVAL OF ACCOUNTS**

The accounts were approved by Ard Chomhairle on 18<sup>th</sup> February 2022.

## AN CUMANN CAMÓGAÍOCHTA

### INDEPENDENT AUDITORS REPORT

#### To the Ard Chomhairle An Cumann Camógaíochta

#### Opinion

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 2021 and of its surplus for the year then ended; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and republic of Ireland’).

We have audited the Financial Statements of An Cumann Camógaíochta for the year ended 31<sup>st</sup> December 2021 which comprise the Revenue Account, 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.

#### Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (‘ISAs (Ireland)’). Our responsibilities under ISAs (Ireland) are further described in the Auditors’ responsibilities for the audit of the financial statements section of our report. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Independence

We remained independent of An Cumann Camógaíochta in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA’s Ethical Standard and we have fulfilled our ethical responsibilities in accordance with these requirements.

#### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

#### Responsibilities of Ard Chomhairle for the financial statements

The Ard Chomhairle of An Cumann Camógaíochta is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. Management are also responsible for such internal controls as they determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error. In preparing the financial statements, management are responsible for assessing An Cumann Camógaíochta’s ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate An Cumann Camógaíochta or to cease operations, or have no realistic alternative but to do so.

**AN CUMANN CAMÓGAÍOCHTA****INDEPENDENT AUDITORS REPORT (cont'd.....)****To the Ard Chomhairle An Cumann Camógaíochta****Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes the auditor's opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (Ireland) ('ISAs (Ireland)') will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material, if individually or in the aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: [https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf)

This description forms part of our auditors' report.

**Use of this report**

This report, including the opinion, has been prepared for and only for the Ard Chomhairle, An Cumann Camógaíochta and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come including without limitation under any contractual obligations of An Cumann Camógaíochta, save where expressly agreed by our prior written consent.



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

**Hill House**  
**26 Sion Hill Road**  
**Drumcondra**  
**Dublin 9**

**Date: 2nd March 2022**



# Motions to Congress





Foreword

Overview

Section 1

Section 2

Section 3

Section 4

Appendices

Accounts

Motions to Congress

## Na Rúin/Motions to Congress

# Official Guide Part 1

### Motions - Key

~~Black strikethrough~~ - wording proposed to be removed from An Treoir Oifigiul

**Red** - wording proposed to be added to An Treoir Oifigiul

## 1. Definition of Terms

### Insert New Rules

**Days:** This refers to calendar days in An Treoir Oifigiul Part 1, unless otherwise specified in this Official Guide.

**Native County** - is defined as the county you were born / raised in or the county your home club is affiliated to. A player declares her native county by legally participating for it in a competitive game, either league or championship. Once a player declares their native county, no other county can be called their native county thereafter.

**Adopted County** – the County that a player subsequent to her native county transfers their home club in which the club is affiliated to and legally participates for in a competitive game, either league or championship.

**ARD CHOMHAIRLE**

## 2. That Rule 4.1

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

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. **The grounds for the refusal must be set out in writing to the applicant.**

**In the instance of a refusal, an appeal may be submitted to the higher unit for adjudication. All parties are bound by the decision of the higher unit.**

A person can only be registered with one club.

**ARD CHOMHAIRLE**



### 3. That Rule 5.2

5.2. A Club must have at least twelve playing members before it may affiliate to the Association. Application for affiliation must be made to the relevant County Board, using the Camogie Association's electronic registration, which must be completed (as provided for in the system and in accordance with Rule 5.5). The electronic registration must comprise members who have paid their annual club membership in accordance with Official Guide Section 4. On acceptance of initial affiliation by the County Board, the Club will be provided with a copy of the Official Guide from the County Board. Each affiliated Club and each member of each affiliated Club are bound by the Rules of the Association.

Is **amended** to read

5.2. A Club must have at least ~~twelve~~ **fifteen** playing members before it may affiliate to the Association. Application for affiliation must be made to the relevant County Board, using the Camogie Association's electronic registration, which must be completed (as provided for in the system and in accordance with Rule 5.5). The electronic registration must comprise members who have paid their annual club membership in accordance with Official Guide Section 4. On acceptance of initial affiliation by the County Board, the Club will be provided with a copy of the Official Guide from the County Board. Each affiliated Club and each member of each affiliated Club are bound by the Rules of the Association.

**ARD CHOMHAIRLE**

### 4. 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 must change colours**

**WEXFORD**

### 5. That Rule 6.2

6.2. Each County Board will be comprised of

- i. The Executive Committee
- ii. An Cathaoirleach Tofa in the year following his/her election
- iii. And two voting delegates from each affiliated Club, who must be a registered member of that Club

Is **amended** to read

6.2. Each County Board will be comprised of

- i. The Executive Committee
- ii. An Cathaoirleach Tofa in the year following his/her election
- iii. And two voting delegates from each affiliated Club, who must be a registered member of that Club
- iv. Where there are 4 or fewer affiliated Clubs, each Club will have an additional voting delegate**

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 6. That Rule 7.2

7.2. Each Provincial Council will be comprised of

- i. The Executive Committee
- ii. The Delegate to Ard Chomhairle
- iii. An Cathaoirleach Tofa in the year following his/her election
- iv. And two voting delegates from each affiliated County Board within the Province.

Is **amended** to read

7.2. Each Provincial Council will be comprised of

- i. The Executive Committee
- ii. The Delegate to Ard Chomhairle
- iii. An Cathaoirleach Tofa in the year following his/her election
- iv. And two voting delegates from each affiliated County Board within the Province.
- v. Where there are 4 or fewer affiliated County Boards within the Province, each County Board will have an additional voting delegate

**ARD CHOMHAIRLE**

### 7. That Rule 10.1

10.1. Between each Annual Congress, Ard Chomhairle is the supreme governing body of the Association.

Is **amended** to read

10.1. Between each Annual Congress, Ard Chomhairle is the supreme governing body of the Association. Where reference is made to unit it shall also be deemed to provide the same power to Ard Chomhairle throughout An Treoir Oifigiul - Official Guide.

**ARD CHOMHAIRLE**

### 8. That Rule 10.3

10.3. Each member of Ard Chomhairle has the right to vote with the exception of the Ard Stiúrthóir, who is a non voting member of Ard Chomhairle.

Is **amended** to read

10.3. Each member of Ard Chomhairle has the right to vote with the exception of the Ard Stiúrthóir and the GAA Representative, who is are both non voting members of Ard Chomhairle.

**ARD CHOMHAIRLE**

### 9. That Rule 10.4

10.4. Cathaoirligh of the Provincial Councils may not be represented by proxy at Ard Chomhairle meetings.

Is **amended** to read

10.4a Cathaoirligh of the Provincial Councils may not be represented by proxy at Ard Chomhairle meetings

10.4b Uachtaran cannot be represented by proxy at Ard Chomhairle meetings

10.4c Four elected roles on AC of Secretary, Treasurer, PR/Communication representative and Coaching & Games representative cannot be represented by proxy at Ard Chomhairle

**ARD CHOMHAIRLE**

## 10. That Rule 10.5

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 subcommittees;
- 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.

## Na Rúin/Motions to Congress

Is **amended** to read

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;

Ard Chomhairle may consider derogation requests from a specific rule, where strict adherence to the Rule may not be in the best interests of the Association. Such applications must be accompanied by supporting evidence as set out by Ard Chomhairle. Such permission may only be given in exceptional circumstances in the interests of the promotion of camogie. Application for permission shall be made annually.

- 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 subcommittees;
- 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.

## 11. That Rule 10.5

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
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- 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 subcommittees;
- 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.

## Na Rúin/Motions to Congress

Is **amended** to read

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 subcommittees;
- 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.
- x. **Ard Chomhairle may amend binding codes/mandatory procedures excluding An Treoir Oifigiul Part 1 or Part 2 with 30 days notice to units.**

## 12. That Rule 12.1

12.1. Annual Congress is the supreme governing body of the Association and as such it will be required to:

- a. Consider and approve an Annual Report from the Ard Stiúrthóir, Sub-Committees set up under Rule 10.5.l. and from subsidiary Units (Provincial Councils, National Education Councils & International Boards & Committees);
- b. Consider audited annual accounts of Ard Chomhairle to 31st December and accounts of Provincial Councils to 30th November, prepared in accordance with Rule 22.2. Sanction for failure to submit these audited accounts is withdrawal of voting rights for the subsidiary Unit concerned at Annual Congress. (Ref Rule 22.2);
- c. Elect an tUachtarán in accordance with Rule 11;
- d. Elect by secret ballot four members of Ard Chomhairle listed in Rule 10.2 g. who will serve a three year term on Ard Chomhairle;
- e. Consider motions and enact, amend or rescind Rules; and
- f. Determine Association policy in broad outline.

Is **amended** to read

12.1. Annual Congress is the supreme governing body of the Association and as such it will be required to:

- a. Consider and approve an Annual Report from the Ard Stiúrthóir, Sub-Committees set up under Rule 10.5.l. and from subsidiary Units (Provincial Councils, National Education Councils & International Boards & Committees);
- b. Consider audited annual accounts of Ard Chomhairle to 31st December and accounts of Provincial Councils to 30th November, prepared in accordance with Rule 22.2. Sanction for failure to submit these audited accounts is withdrawal of voting rights for the subsidiary Unit concerned at Annual Congress. (Ref Rule 22.2);
- c. Elect an tUachtarán in accordance with Rule 11;
- d. Elect by secret ballot four members of Ard Chomhairle listed in Rule 10.2 g. who will serve a three year term on Ard Chomhairle;
- e. Consider motions and enact, amend or rescind Rules **in part 1 and 2 of An Treoir Oifigiul**; and
- f. Determine Association policy in broad outline.

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 13. That Rule 12.3

12.3. The Annual Congress will be comprised of the following members:

- a. The outgoing members of Ard Chomhairle;
- b. One Provincial Council delegate;
- c. Delegates, all of whom must be aged 18 years of over, from affiliated Units on the following basis:
  - Counties:
    - 3-14 Clubs – two delegates;
    - 15- 30 Clubs – four delegates;
    - 31 or more Clubs – six delegates;
  - Cumann na mBunscol – two delegates;
  - Comhairle Chamógaíochta um ArdOideachas – two delegates;
  - Comhairle Chamógaíochta na nIarbhunscoileanna – two delegates;
  - International Boards: Each of these which affiliate as a Unit to Ard Chomhairle – two delegates.

Each of the foregoing, with the exception of appointed staff of the Association will have the right to vote.

Is **amended** to read

12.3. The Annual Congress will be comprised of the following members:

- a. The outgoing members of Ard Chomhairle;
- b. One Provincial Council delegate;
- c. **Iar Uachtaran**
- d. Delegates, all of whom must be aged 18 years of over, from affiliated Units on the following basis:
  - Counties:
    - 3-14 Clubs – two delegates;
    - 15- 30 Clubs – four delegates;
    - 31 or more Clubs – six delegates;
  - Cumann na mBunscol – two delegates;
  - Comhairle Chamógaíochta um Ard Oideachas – two delegates;
  - Comhairle Chamógaíochta na nIarbhunscoileanna – two delegates;
  - International Boards: Each of these which affiliate as a Unit to Ard Chomhairle – two delegates.

Each of the foregoing, with the exception of appointed staff of the Association will have the right to vote.

**ARD CHOMHAIRLE**

### 14. That Rule 18.3

18.3. The AGM/Annual Convention will be comprised of the Executive Committee and in the case of

- a. a Club AGM, all members of the Club who have paid their membership at least three months in advance of the AGM for the year under consideration by the AGM. Paid up members aged 18 and over have voting rights.
- b. a County Board Annual Convention, two delegates from each affiliated Club and where applicable, two delegates from each Divisional/ Subsidiary Board; one delegate from Cumann na mBunscol and one delegate from Comhairle Chamógaíochta na hIarbhunscoileanna.
- c. a Provincial Council Annual Convention, two delegates from each affiliated County Board within the Province and where applicable, one delegate from Cumann na mBunscol, one delegate from Comhairle Chamógaíochta na hIarbhunscoileanna, and one delegate from Comhairle Chamógaíochta um Ard-Oideachas each of whom will have the right to vote.
- d. An International Camogie Board, two delegates from each affiliated Club and where applicable, two delegates from each Divisional/Subsidiary Board.
- e. National Education Councils: As outlined in Unit bye laws.



Is **amended** to read

18.3. The AGM/Annual Convention will be comprised of the Executive Committee and in the case of

- a. a Club AGM, all members of the Club who have paid their membership at least three months in advance of the AGM for the year under consideration by the AGM. Paid up members aged 18 and over have voting rights.
- b. a County Board Annual Convention, two delegates from each affiliated Club and where applicable, two delegates from each Divisional/ Subsidiary Board; one delegate from Cumann na mBunscol and one delegate from Comhairle Chamógaíochta na hIarbhunscoileanna. **Where there are 4 or fewer affiliated clubs within the County, each Club will have an additional voting delegate.**
- c. a Provincial Council Annual Convention, two delegates from each affiliated County Board within the Province and where applicable, one delegate from Cumann na mBunscol, one delegate from Comhairle Chamógaíochta na hIarbhunscoileanna, and one delegate from Comhairle Chamógaíochta um Ard-Oideachas each of whom will have the right to vote. **Where there are 4 or fewer affiliated County Boards within the Province, each County Board will have an additional voting delegate.**
- d. An International Camogie Board, two delegates from each affiliated Club and where applicable, two delegates from each Divisional/Subsidiary Board.
- e. National Education Councils: As outlined in Unit bye laws.

**ARD CHOMHAIRLE**

#### 15. That Rule 18.9

18.9. In the event of a Unit AGM/Convention failing to elect an Executive Officer or Officers as outlined in Rule 3.4, the AGM has the power to nominate a person or persons to call a reconvened AGM for the purpose of these elections.

The issuing of a nomination form for proposals for officers to be elected at a reconvened AGM is require to issue to all eligible persons/Units, no less than two weeks and no later than three weeks, prior to the date of the reconvened AGM.

Nomination forms must be lodged with a person appointed at the original AGM and by a date set at the original AGM. Seven days' notice is required for a reconvened AGM and the notice must include nominations received for the Executive Committee vacant positions.

Is **amended** to read

18.9. In the event of a Unit AGM/Convention failing to elect an Executive Officer or Officers as outlined in Rule 3.4, the AGM has the power to nominate a person or persons to call a reconvened AGM for the purpose of these elections.

The issuing of a nomination form for proposals for officers to be elected at a reconvened AGM is **require required** to issue to all **eligible eligible** persons/Units, no less than two weeks and no later than three weeks, prior to the date of the reconvened AGM.

Nomination forms must be lodged with a person appointed at the original AGM and by a date set at the original AGM. Seven days' notice is required for a reconvened AGM and the notice must include nominations received for the Executive Committee vacant positions.

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 16. That Rule 28.1.

Before taking part in competition, a player must be registered with the Committee in charge of the competition.

For a player to play in inter-county competitions, she must be registered through a club.

A player may play in a competition three days after her registration has been received by the Committee in charge or by the person nominated by the Committee in charge to accept registrations.

Is **amended** to read

Before taking part in competition, a player must be registered with the Committee in charge of the competition.

For a player to play in inter-county competitions, she must be registered through a club.

A player may play in a competition ~~three days~~ **24 hours** after her registration has been received by the Committee in charge or by the person nominated by the Committee in charge to accept registrations.

**WEXFORD**

### 17. That Rule 28.2

28.2. In Inter-County Competition a player is automatically eligible to represent her native County. If the County in which a player is registered is not her native County, she may declare for her adopted County in Inter-County competition.

Such declaration must be made on Official Form CC3, properly completed in duplicate, and lodged with the Ard Stiúrthóir by 31st January. However where the adopted County is outside of Ireland then a player may still declare for her adopted County in Inter-County competition after this date.

This declaration will become effective three days after acknowledgement by the Ard Stiúrthóir.

A player will not represent more than one County in the same season. Once permission to declare for an adopted county is granted to a player, it is not necessary to repeat application, unless the player wishes to declare back to her native county.

Is **amended** to read

28.2. In Inter-County Competition a player is automatically eligible to represent her native County **as defined**. If the County in which a player is registered is not her native County, she may declare for her adopted County in Inter-County competition.

Such declaration must be made on Official Form CC3, properly completed in duplicate, and lodged with the Ard Stiúrthóir by 31st January. However, where the adopted County is outside of Ireland then a player may still declare for her adopted County in Inter-County competition after this date.

This declaration will become effective three days after acknowledgement by the Ard Stiúrthóir.

A player will not represent more than one County in the same season. Once permission to declare for an adopted county is granted to a player, it is not necessary to repeat application, unless the player wishes to declare back to her native county.

**ARD CHOMHAIRLE**

## 18. That Rule 28.4

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 intercounty 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

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 intercounty competitions where a player must be

**U14 – Be Under 14 and over 12**

**U16 – Be Under 16 and over 14**

**U18 – Be Under 18 and over 16**

**Adult be over 18**

'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).

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 19. That Rule 2

#### 2. Objectives and Values of the Association

- 2.1. The Association is the national organisation which administers, legislates and promotes the game of Camogie. The resources of the Association will be utilised for this purpose, together, with other activities sanctioned and approved by Ard Chomhairle and Annual Congress.
- 2.2. The objectives of the Association are to:
  - a. promote, develop and manage Camogie in Ireland and internationally;
  - b. promote the active participation of women in sport;
  - c. work in partnership with the wider Gaelic games family;
  - d. foster an awareness of the richness of our national culture, including the Irish language;
  - e. support Irish industries;
  - f. create a safe environment for our members and supporters;
  - g. promote community development and community spirit.
  - h. The Association recognises the role of the Dual Player. The Association, in partnership with the LGFA, will endeavour to facilitate as far as is practicable, the Dual Player.
- 2.3. The core values guiding the Association are:
  - a. inclusiveness;
  - b. voluntarism;
  - c. equality in accordance with relevant equality legislation and fair play;
  - d. anti-racism and anti-sectarianism;
  - e. openness, accountability and professionalism;
  - f. respect and welfare towards our members.
- 2.4. The Association is a voluntary and democratic body. This Rule does not prohibit the payment of salaries to employees of the Association.
- 2.5. The Association is non-party political. No member will seek to identify the Association with any political movement, nor will party political questions be raised or discussed at any meeting of the Association.
- 2.6. The records created and received by the Association, its members and administrators are the property of the Association. These records shall be transferred to a recognised GAA archive in accordance with such directions as may be given by Ard Chomhairle.
- 2.7. The National Flag should be properly displayed at all games as far as is practicable and in accordance with protocol.

Is **amended** to read

#### 2. Objectives and Values of the Association

- 2.1. The Association is the national organisation which administers, legislates and promotes the game of Camogie. The resources of the Association will be utilised for this purpose, together, with other activities sanctioned and approved by Ard Chomhairle and Annual Congress.
- 2.2. The objectives of the Association are to:
  - a. promote, develop and manage Camogie in Ireland and internationally;
  - b. promote the active participation of women in sport;
  - c. work in partnership with the wider Gaelic games family;
  - d. foster an awareness of the richness of our national culture, including the Irish language;
  - e. support Irish industries;
  - f. create a safe environment for our members and supporters;

- g. promote community development and community spirit.
- h. The Association recognises the role of the Dual Player. The Association, in partnership with the LGFA, will endeavour to facilitate as far as is practicable, the Dual Player.

2.3. The core values guiding the Association are:

- a. inclusiveness;
- b. voluntarism;
- c. equality in accordance with relevant equality legislation and fair play;
- d. anti-racism and anti-sectarianism;
- e. openness, accountability and professionalism;
- f. respect and welfare towards our members.

2.4. The Association is a voluntary and democratic body. This Rule does not prohibit the payment of salaries to employees of the Association.

2.5. The Association is non-party political. No member will seek to identify the Association with any political movement, nor will party political questions be raised or discussed at any meeting of the Association.

2.6. The records created and received by the Association, its members and administrators are the property of the Association. These records shall be transferred to a recognised GAA archive in accordance with such directions as may be given by Ard Chomhairle.

2.7. The National Flag should be properly displayed at all games as far as is practicable and in accordance with protocol.

2.8. Recognising the leadership and constructive ongoing engagement demonstrated by the Camogie Association in recent years, Congress mandates the Uachtarán and Ard Chomhairle to continue working towards the integration of the Camogie Association, the GAA and LGFA to ensure that:

- I. Organisational and governance structures reflect an integrated Gaelic Games Organisation.
- II. Gender equity and its delivery is recognised as a core value of the Gaelic Games family, promoting it across stakeholders, Government and citizens.
- III. There is equitable access to full participation in Gaelic Games across all units of the Organisation.
- IV. The promotion of our Gaelic Games is strengthened on an equitable, diverse, cross community basis.

Congress requests that a formal progress update be provided to Ard Chomhairle on a regular basis and that the Uachtarán would provide a comprehensive report of progress at Congress.

## ARD CHOMHAIRLE

### 20. That Rule 29.1

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

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 **unless regraded under rule 29.3**. This applies to all graded competitions e.g. adult and under-age A, B and C competitions.

CORK

## Na Rúin/Motions to Congress

### 21. That Rule 29.3

29.3. A player may apply to the County Board, by a date specified by the Board, to be re-graded in the following year. A player's application must specify the reason for her grading request. The County Board may delegate responsibility for dealing with applications for re-grading to a Sub-Committee. The Re-Grading Sub Committee must make a recommendation to the County Board for ratification. If a re-grading application is unsuccessful, within five days, the player must be personally notified in writing of the reasons.

Is **amended** to read

29.3. A player may apply to the County Board, by a date **or dates** specified by the Board, to be re-graded in the following year. A player's application must specify the reason for her grading request. The County Board may delegate responsibility for dealing with applications for re-grading to a Sub-Committee. The Re-Grading Sub Committee must make a recommendation to the County Board for ratification. If a re-grading application is unsuccessful, within five days, the player must be personally notified in writing of the reasons.

**CORK**

### 22. That Rule 30.1

#### 30. Player Grading for Inter-County Competitions

30.1. Any player who plays a higher graded Championship is not eligible thereafter to play in a lower grade championship or national league except when inter-county competitions involve relegation, or where a team is re-graded by the Unit in charge.

When an inter-county competition involves relegation or where a team is regraded by the Unit in charge, there is automatic regrading to the lower grade of players on the relegated/regraded panel at the end of the competition from which they are being relegated or regraded. In these instances, a submission for individual player regrading is not required.

Otherwise, grading of players for Inter-County competitions will be defined as follows:

#### Senior

- a. Any player who plays senior championship is only eligible thereafter to play Division 1 national league and senior championship. For re-grading see Rule 30.2.
- b. An All-Ireland senior medal winner who has played senior championship will not be eligible to apply for re-grading for a year. For regrading see Rule 30.2
- c. An All-Ireland senior medal winner who has not played senior championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2

#### Intermediate

- a. Any player who plays intermediate championship is only eligible thereafter to play Divisions 1 and 2 national league and intermediate championship. For re-grading see Rule 30.2.
- b. An All-Ireland intermediate medal winner who has played intermediate championship will not be eligible to apply for re-grading for a year. For re-grading see Rule 30.2
- c. An All-Ireland intermediate medal winner who has not played intermediate championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2

#### Junior

- a. Any player who plays at a higher level in the All-Ireland junior championship is only eligible thereafter to play higher level junior championship or higher level national leagues. For re-grading see Rule 30.2
- b. An All-Ireland junior medal winner who has played junior championship will not be eligible to apply for re-grading to a lower junior grade for a further two years. For re-grading see Rule 30.2
- c. An All-Ireland junior medal winner who has not played junior championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2.

**Minor (Under 18)**

An Under 18 player will be eligible to represent her County in the All-Ireland Minor Championship. She may participate in adult competitions, including the All-Ireland Senior Championship, without prejudice to her eligibility for Minor competition.

**Under 16**

An Under 16 player will be eligible to represent her County in the All-Ireland Under 16 Championship and Minor Championship.

Is **amended** to read

**30. Player Grading for Inter-County Competitions**

30.1. Any player who plays a higher graded Championship is not eligible thereafter to play in a lower grade championship or national league except when inter-county competitions involve relegation, or where a team is re-graded by the Unit in charge. When an inter-county competition involves relegation or where a team is regraded by the Unit in charge, there is automatic regrading to the lower grade of players on the relegated/regraded panel at the end of the competition from which they are being relegated or regraded. In these instances, a submission for individual player regrading is not required. Otherwise, grading of players for Inter-County competitions will be defined as follows:

**Senior**

- a. Any player who plays senior championship is only eligible thereafter to play Division 1 national league and senior championship. For re-grading see Rule 30.2.
- b. An All-Ireland senior medal winner who has played senior championship will not be eligible to apply for re-grading for a year. For regrading see Rule 30.2
- c. An All-Ireland senior medal winner who has not played senior championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2

**Intermediate**

- a. Any player who plays intermediate championship is only eligible thereafter to play Divisions 1 and 2 national league and intermediate championship. For re-grading see Rule 30.2.
- b. An All-Ireland intermediate medal winner who has played intermediate championship will not be eligible to apply for re-grading for a year. For re-grading see Rule 30.2
- c. An All-Ireland intermediate medal winner who has not played intermediate championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2

**Junior**

- a. Any player who plays at a higher level in the All-Ireland junior championship is only eligible thereafter to play higher level junior championship or higher level national leagues. For re-grading see Rule 30.2
- b. An All-Ireland junior medal winner who has played junior championship will not be eligible to apply for re-grading to a lower junior grade for a further two years. For re-grading see Rule 30.2
- c. An All-Ireland junior medal winner who has not played junior championship will be eligible to apply for re-grading for the following year. For re-grading see Rule 30.2.

**Minor (Under ~~18~~ 17)**

An Under ~~18~~ 17 player will be eligible to represent her County in the All-Ireland Minor Championship. She may **not** participate in adult competitions, including the All-Ireland Senior Championship, without prejudice to her eligibility for Minor competition.

**Under 16**

An Under 16 player will be eligible to represent her County in the All-Ireland Under 16 Championship and Minor Championship.

**MUNSTER**

*(To facilitate the above 1 change, Rule 28.4 may need the amendment below)*

## Na Rúin/Motions to Congress

### 23. That Rule 28.4:

28.4. See note re: effective date below 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 intercounty competitions where a player must be over 16 '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). (Effective until 31st December 2018.)

Is **amended** to read

28.4. See note re: effective date below 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

**U17 Be Under 17 and Over 14**

U18 Be Under 18 and Over 14

Adult Be Over 15 except in the case of intercounty competitions where a player must be over ~~16~~ **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). (Effective from January 1st 2019).

**MUNSTER**

### 24. That Rule 31.6:

Transfers are not necessary in the following instances:

- 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.
- Where a player has not played competitive camogie at club or county level for a period of three years or more.

Is **amended** to read



Transfers are not necessary in the following instances:

- 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.
- Where a player has not played competitive camogie at club or county level for a period of ~~three years~~ **twenty-four months** or more

**WEXFORD**

## 25. That Rule 31.6:

31.6. Transfers are not necessary in the following instances:

- 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.
- Where a player has not played competitive camogie at club or county level for a period of three years or more.

Is **amended** to read

31.6. Transfers are not necessary in the following instances:

- 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.
- Where a player has not played competitive camogie at club or county level for a period of ~~three~~ **two** years or more.

**CORK**

## 26. Deletion of rule 34.4

34.4. The Finals of All-Ireland competitions must be played on or before the dates specified hereunder:

- Senior, Premier Junior and Junior Championships: the last Sunday in September;
- Intermediate Championships: the last Sunday in October;
- Minor Championships: the last Sunday in October;
- Under 16 Championships: the last Sunday in October;
- National Leagues: the last Sunday in May;
- Senior and Junior Inter-Provincial Championships: the last Sunday in November;
- Senior, Intermediate and Junior Club Championship: the 17th March of the following calendar year

**ARD CHOMHAIRLE**

## 27. That Rule 40.3

40.3. Referees must be members of the Camogie Association or the GAA, except for referees on the national panel who must be registered members of the Camogie Association.

Is **amended** to read

40.3. Referees must be **full** members of the Camogie Association or the GAA, except for referees on the national panel who must be registered members of the Camogie Association.

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 28. That Rule 44.1.2

44.1.2. The following mandatory penalties apply in the following circumstances:

- a. Persistent dissent by a player or team official towards a Referee's decision
  - An automatic two match ban for the player or official in the competition that the offence took place.
- b. To use abusive or threatening language, gestures or behaviour, (including but not limited to anything which could be construed as sectarian, racist or homophobic), towards a Referee, match official, any player or team official.
  - An automatic two match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in. For the purposes of a match ban tournaments and challenge/ friendly games are not considered official competitions.
  - The Unit which the player/official was representing in competition will be fined €100 for a first offence. The fine will increase by €100 for each subsequent guilty offence within the calendar year, i.e. for the 3rd guilty offence in same year the fine will be €300
  - Should the Transfers, Hearings and Disciplinary Sub-Committee adjudge the offence sufficiently serious, it may disqualify the offender's team from the competition in question.
- c. Punching, hitting (without a hurley) or kicking a player in a manner that the Referee deems nonaccidental
  - An automatic three match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.
- d. Kicking, hitting or striking of a match official by a player or team mentor or known partisan in a manner that the Referee deems non-accidental.
  - An automatic 48 weeks suspension from all Camogie membership and activity.
- e. Striking a player with a hurley in a manner that the Referee deems non-accidental.
  - An automatic three match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.

In the case of a. to e. above, all penalties will carry over from one season to the next until the ban is fully served.

In the case of an offence undertaken in games under Ard Chomhairle auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by Ard Chomhairle as the Committee in Charge.

In the case of an offence undertaken in games under Provincial Council auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by Provincial Council as the Committee in Charge.

In the case of an offence undertaken in games under County Board auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by County Board as the Committee in Charge.

Is **amended** to read

44.1.2. The following mandatory penalties apply in the following circumstances:

- a. Persistent dissent by a player or team official towards a Referee's decision
  - An automatic two match ban for the player or official in the competition that the offence took place.
- b. To use abusive or threatening language, gestures or behaviour, (including but not limited to anything which could be construed as sectarian, racist or homophobic), towards a Referee, match official, any player or team official.
  - An automatic two match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in. For the purposes of a match ban tournaments and challenge/ friendly games are not considered official competitions.
  - The Unit which the player/official was representing in competition will be fined ~~€100~~ **€200** for a first offence. The fine will increase by ~~€100~~ **€200** for each subsequent guilty offence within the calendar year, i.e. for the 3rd guilty offence in same year the fine will be ~~€300~~ **€600**
  - Should the Transfers, Hearings and Disciplinary Sub-Committee adjudge the offence sufficiently serious, it may disqualify the offender's team from the competition in question.

- c. Punching, hitting (without a hurley) or kicking a player in a manner that the Referee deems nonaccidental
  - An automatic three match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.
- d. Kicking, hitting or striking of a match official by a player or team mentor or known partisan in a manner that the Referee deems non-accidental.
  - An automatic 48 weeks suspension from all Camogie membership and activity.
- e. Striking a player with a hurley in a manner that the Referee deems non-accidental.
  - An automatic three match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.

In the case of a. to e. above, all penalties will carry over from one season to the next until the ban is fully served.

In the case of an offence undertaken in games under Ard Chomhairle auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by Ard Chomhairle as the Committee in Charge.

In the case of an offence undertaken in games under Provincial Council auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by Provincial Council as the Committee in Charge.

In the case of an offence undertaken in games under County Board auspices, an automatic match ban refers to all official competitions (e.g. championships, league, other competitions) sanctioned by County Board as the Committee in Charge.

**LEINSTER**

## 29. That Rule 20.4

20.4. Motions to revise the Playing Rules will only be tabled every three years. However, Ard Chomhairle can, upon recommendations received from the relevant working group, introduce trial playing rules in between Playing Rule Congresses.

Is **amended** to read

20.4. Motions to revise the Playing Rules will only be tabled every three years. However, Ard Chomhairle can, upon recommendations received from the relevant working group, introduce trial playing rules in between Playing Rule Congresses.

**Ard Chomhairle can outside the three-year cycle bring playing rules motions to Congress in exceptional circumstances.**

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

# Official Guide Part 4 Disciplinary Code and THDC Mandatory Procedures

### 30. That Rule 1.1.1

#### 1.1.1 MEMBERSHIP

In accordance with the Official Guide Part I Rules 6.4(h), 7.4(h), 9.2 (d), 10.5 (k) and 27.2, the County Board/Provincial Council/ Ard Chomhairle must appoint a Transfers Hearings and Disciplinary Committee.

For CCAO and Comhairle Camógaíochta na hIarbhunscóilénana, this is a Hearings and Disciplinary Committee in accordance with Rule 8.1 (d).

These Units may appoint the THDC Chair, Vice Chair and Secretary or they may delegate this responsibility to the THDC to appoint its own Chairperson, Vice Chair and Secretary.

The THDC should ideally comprise five members but must always have a quorum of three members. No two THDC members should be members of the same Unit.

The THDC should consist of Camogie Association members that:

- have a good knowledge of the Official Guide
- are not an officer of the Unit of which the THDC is a subcommittee e.g. county board officer cannot be a member of the County THDC
- cannot represent/speak on behalf of their own Unit at the THDC
- undertake to be fair, honest and equal in their dealings with all players, clubs, county boards and provincial councils.

The Executive Committee of the Unit will nominate THDC members annually. The membership of each THDC must be ratified annually at the first Unit meeting after the Unit AGM.

There is no maximum term for THDC members but members are subject to annual re-appointment. Between AGMs Unit Executives may need to add or replace THDC members. This can be done by the Unit Executive notifying this intention to a Unit meeting and the Unit ratifying same.

The National Transfers Hearings and Disciplinary Committee and National Final Appeals Committee are appointed by Ard Chomhairle, on the nomination of a new Uachtarán and in accordance with Rule 10.5 (k)

Is **amended** to read

#### 1.1.1 MEMBERSHIP

In accordance with the Official Guide Part I Rules 6.4(h), 7.4(h), 9.2 (d), 10.5 (k) and 27.2, the County Board/Provincial Council/ Ard Chomhairle must appoint a Transfers Hearings and Disciplinary Committee.

For CCAO and Comhairle Camógaíochta na hIarbhunscóilénana, this is a Hearings and Disciplinary Committee in accordance with Rule 8.1 (d).

These Units may appoint the THDC Chair, Vice Chair and Secretary or they may delegate this responsibility to the THDC to appoint its own Chairperson, Vice Chair and Secretary.

The THDC should ideally comprise five members but must always have a quorum of three members. No two THDC members should be members of the same Unit.

The THDC should consist of Camogie Association members that:

- have a good knowledge of the Official Guide
- are not an officer of the Unit of which the THDC is a subcommittee e.g. county board officer cannot be a member of the County THDC
- cannot represent/speak on behalf of their own Unit at the THDC
- undertake to be fair, honest and equal in their dealings with all players, clubs, county boards and provincial councils.

The Executive Committee of the Unit will nominate THDC members annually. The membership of each THDC must be ratified annually at the first Unit meeting after the Unit AGM.

There is no maximum term for THDC members but members are subject to annual re-appointment. Between AGMs Unit Executives may need to add or replace THDC members. This can be done by the Unit Executive notifying this intention to a Unit meeting and the Unit ratifying same.

The National Transfers Hearings and Disciplinary Committee and National Final Appeals Committee are appointed by Ard Chomhairle, ~~on the nomination of a new Uachtarán~~ and in accordance with Rule 10.5. (K)

**ARD CHOMHAIRLE**





*The Camogie Association thanks the following for their support*





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