

VOLLEYBALL ASSOCIATION OF IRELAND
T/A VOLLEYBALL IRELAND



2019-20 ANNUAL REPORT





VOLLEYBALL IRELAND
ANNUAL REPORT 2019-20

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INTRODUCTION & GOVERNANCE

Introduction

Welcome to Volleyball Ireland's Annual Report for the 2019-20 season. Whilst the financial and business information covered in this report relates to the financial reporting year of 2019, the activities element relates to the period from June 1st 2019-May 31st 2020, therefore encompassing both the 2019-20 Indoor season and the 2019 Beach Season.

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President's Welcome

As I write this, I am already into my final year as National President of Volleyball Ireland, which brings up conflicting emotions. We look forward to the year ahead with some trepidation regarding the unknown, but still with the excitement of what we can achieve. Definitely, it will be a year where all will need a lot of support in learning how to live with the new norm. This may bring some difficulties, but it is no bad thing, to revisit how we operate as a whole, and bring in changes.

As part of our review of coaching, and enhancement of coaching supports/courses, Volleyball Ireland is bringing a new focus to how our children are to be coached, that should be consistently applied in schools, clubs and camps. The focus takes a more wholistic view of coaching, with the aim of securing a more rounded, stable and self-confident child, who can enter the competitive phase of volleyball with the strength to deal with success and failure, openness to play with those of varying standards, and trust that they are in a good environment to progress through each stage of the LTAD programme. This again is new to us and very exciting. It is a differentiator for our sport. You will see a lot more on this throughout the year.

2019/20 has been an unusual year, and one to be proud of. We have had a record number of teams entering events and competitions. It is unfortunate that not all competitions took place or could be completed, but well done to all for the way they have engaged in the process to make the difficult decisions that had to be made.

I am particularly proud of the level of sponsorship and grants that we are achieving, and the fact that we are now recognised as a thriving sport. Sport Ireland have been a huge support to us with our various strategic events, and we are very grateful for the financial and consulting advice they give us. We also were awarded other awards and grants from other sources, and it is a great indictment on how our governance and transparency is respected. Our General Manager, Gary Stewart, must take a bow for developing all these relationships to such a high level.

Running our first international beach Olympic qualifier was a huge highlight, and being rated by the CEV Supervisor as being ready for the next level up in competition (as we were almost there for our 2019 event), was the icing on the cake for a superb weekend. As the journalist on Newstalk said about our event "this is the way to develop a sport".

I thank our staff for their vision and dedication to improving and developing volleyball in Ireland. We wish Jessie all the best, following the birth of her first child in June.

It is imperative that we continue to appoint Board Members based on skill sets, so that we can have objective governance and strategy-supporting leadership of Volleyball Ireland.

I take this opportunity to commend each Board Member for their active contribution during the year, and to thank them all for the vast amount of time they have dedicated selflessly.

For the acting Commission Members, this has not been an easy time, as the structure has changed and is being tweaked still. Well done for all the great work during the year.

Finally I thank all the Members of Volleyball Ireland, Coaches, Referees, Scorers, Managers, Officers etc, as without your hard work, support and dedication, we would not be achieving the good things that we are....so well done to you all too.

Governance

As of September 1st 2020, The Board of Volleyball Ireland is made up of the following:

Position	Held by	Club
President	Grainne Culliton	Ballymun Patriots
Vice President	Denise Tallon	Santry
Secretary	Regina Halpin	UCD
Treasurer	Barbara Wojcik Jaruga	Independent
Board Member <i>Competitions & Development</i>	Clodagh NicCanna	DVC
Board Member <i>Education & Training</i>	Alfredo Aloï	Net Force
Board Member <i>Governance</i>	Aidan Curran	Independent
Board Member <i>High Performance</i>	Pete McDonnell	Independent

The Board met formally eleven times since the last AGM, held in June 2019, and other ad hoc project specific meetings.

As 62.5% of Board Members are female, which is closely aligned with female v male participation rates, Volleyball Ireland are one of the few National Governing Bodies of Sport with gender balance on the Board.

Board Movements

In 2019, Jeff King (Aer Lingus) and Anna Dukacz (Independent) resigned from the Board, with Barbara and Clodagh joining in September and Alfredo joining in January 2020 respectively.

In line with new legislation the Board Members of Volleyball Ireland became the companies 'Beneficial Owners' in a submission to CRO, via auditor Searing Point.

Governance Code

A range of policies have been established by the board that will advance the process of adopting the Governance Code. This includes the introduction of a Board Effectiveness Review. The Governance Code features 64 different mandatory obligations that all sports NGBs must complete before the end of 2021. Volleyball Ireland are on track to adopt the code in Quarter Four of 2020.

Managing Risk

The definition of risk management is the amount of risk an organisation is willing to take to reach its objectives. With this in mind the board have created a risk appetite statement that explains the amount of risk the Board are willing to take, related to the strategic objectives set out in Raising the Game.

Raising the Game established core values that are embedded into the culture of the organisation. These include *Integrity* – that’s why it’s important our risk appetite is public and transparent for our members, and *Ambition* – that’s why we need to take risks to gain the rewards that our great sport and members deserve.

Understanding our risk appetite will help us govern effectively, making informed decisions across all areas of the organisation. There are certain risks that we will not tolerate, and some in which we have a high tolerance for. The following scale highlights the spectrum of risk tolerance.

Risk Seeking	Risk Tolerant	Risk Neutral	Moderately Risk Averse	Risk Averse
We believe that taking greater risks is justified to reap significant rewards and achieve strategic objectives.	We are willing to take some risks and take some negative impact than we normally would to achieve strategic objectives	We will take a balanced and informed approach, willing to accept both positive and negative impacts	We will take a cautious approach to taking risks, with only a small negative impact being tolerated	We will not tolerate any risk nor any negative impact

Volleyball Ireland’s strategic goals each have a differing tolerance level.

Strategic Goal	Current context	Risk Appetite
Raising Participation	Participation levels are low compared with other sports, and have been in decline for many years before stagnating recently. Yet with a significant schools programme there is huge potential.	Risk Seeking Participation is our key driver and increasing this will have significant benefits across the sport.
Raising Operational Standards	The importance of good governance in this sector has never been higher, with Sport Ireland insisting on Governance Code adoption and regular audits which will impact on funding streams that make up 64% of our current income.	Moderately Risk Averse Whilst we need to make improvements to our governance arrangements, the negative impact of this going wrong are too high.
Raising Performance	Our world and European rankings are very low. However, high performance sport is expensive. Do we focus on national teams before club structures are strengthened and participation is raised?	Risk Tolerant We will tolerate risk as ultimately national team performances can only improve, yet we need to be somewhat cautious managing the financial aspect.
Raising the Profile	Relative to other NGBs our internal marketing activities are minimal, although new initiatives have recently been introduced and member engagement is strong.	Risk Tolerant We will tolerate risk as we are starting from a low base, however we will be cautious of potential reputational damage controversial marketing campaigns may have.

Fundraising & Finance	The organisation has been at break even level for several years with 64% of income is derived from central government.	Risk Averse The nature of our finances and the fact we are at the mercy of external funding for the majority of our income means we will not tolerate any risk in this area.
Monitoring & Review	The risk appetite statement will be reviewed quarterly when strategic objective progress reports are published. A risk management summary will be included in the annual report.	

Alongside the risk appetite statement is a risk register which is reviewed at the start of each calendar year, and identifies key risks and opportunities that might arise from them. It also establishes options to mitigate against those risks.

With the intention of transparency, Volleyball Ireland identified the following key risks for 2019:

Key Risks	Type of Risk	Mitigation
New strategy doesn't achieve its aims	Strategic Risk	GM provides regular updates to board, implementing easy to follow colour coded status system
Financial cost and reputational damage of unsuccessful hosting CEV Continental Cup	Financial Risk / Reputational Risk	Engaged CEV from the outset, forming strong event management plan, securing local and national govt agency support from the outset
Governance not fit for purpose	Organisational / Reputational / Legal Risk	Developed fit for purpose constitution and articles of association, engaging with industry expert to support the project
Social Media	Reputational Risk	Developed Social Media policy for staff, volunteers and the volleyball community
Safeguarding and Welfare issues	Reputational / Legal Risk	Formed independent welfare panel to advise and guide on safeguarding related issues
Lack of adequate skills on the Board	Organisational Risk	Developed board skill set and co-opted qualified directors.

The Impact of Covid-19

We are living in unprecedented and uncertain times. The Covid-19 pandemic will certainly impact on our plans and the achievement of our objectives over the coming years. It already has done so, cancelling the 2019-20 season as it was entering the business end of the programme.

It is frustrating that plans such as the Regional Development Centres, National Team Competitions and of course, the hosting of the FIVB World Tour 1* event had to be postponed.

From a financial perspective the organisation will move cautiously, being risk averse as we navigate the unknown. At this time, we do not know what impact Covid-19 will have on Government grants and private sector sponsorships. Our projections for 2020 suggest that our income will be reduced by around 30%, this is a significant drop and costs must be reduced in line.

On the court our position is clear, we intend to play as much Volleyball as is safe to do so, adhering to Government restrictions in full at all times. This will require flexibility, patience and understanding from players, clubs and officials.

We have handled the pandemic well, with detailed and comprehensive protocols published in a timely manner. As well as holding a number of engagement sessions and presentations to keep members informed and educated on what's required to return to Volleyball. We engage regularly with Sport Ireland, the Federation of Irish Sport and other National Governing Bodies to ensure that what we are delivering is best practise.

Staff have worked in partnership and consultation with board members and Commissions to ensure that the protocols developed and the communication of this works. Clubs have been very engaging, receptive to change and offered up a number of solutions to help. This will continue with regular updates and amendments in line with Government announcements and Sport Ireland guidance.

From a development perspective, we will continue to be creative to keep interest in Volleyball. When lockdown hit we moved quickly. We led the way with a number of online programmes such as the Inspiring Players Series, the Educating Coaches Programme and of course, the hugely successful Virtual Volley Camp where over 130 junior players registered – this project has been replicated in other sports and other Federations across the world. We also engaged Serbian Volleyball legend Vladimir Grbic to deliver a four week coach education programme on long term player development.

Being able to recruit world leaders in Volleyball such Cody Kessel (USA National Team), Lauren Soderberg (Olympic Beach Coach) and Hannah Thornton (Expert Nutritionist), is testament to the ingenuity and drive of our staff and volunteers. And also shows the importance of online working and engagement.

Ahead of the new season updated *Match Day* protocols will be published and the National League Management Committee (under the Competitions & Development Commission) are fine tuning Covid related fixture change rules. All involved will do our best to deliver a credible, enjoyable and entertaining season in 2020-21.



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OPERATIONAL ACTIVITIES & STRATEGY

Activities Report

General Manager Introduction

As a sport Volleyball is naturally inclusive where team work is everything, it develops all areas of physical literacy, it's fast, exciting and dynamic – every point is dramatic. The community is welcoming, friendly and diverse with players from all backgrounds. We are one of the few sports with relatively equal participation between male and females which means it's incredibly social and suits everyone.

These ingredients combined means that Volleyball in Ireland has unrivalled potential. And whilst we have lots of work to do, the results of the stakeholder survey, as well as our record breaking financial performance and the progress made on our strategic objectives demonstrate we are moving in the right direction and continuously improving.

2019 has certainly been another step forward for the organisation with some major projects completed including Governance Review and new Constitution, the hosting of the CEV Continental Cup, and the staging of the first International Youth Tournament.

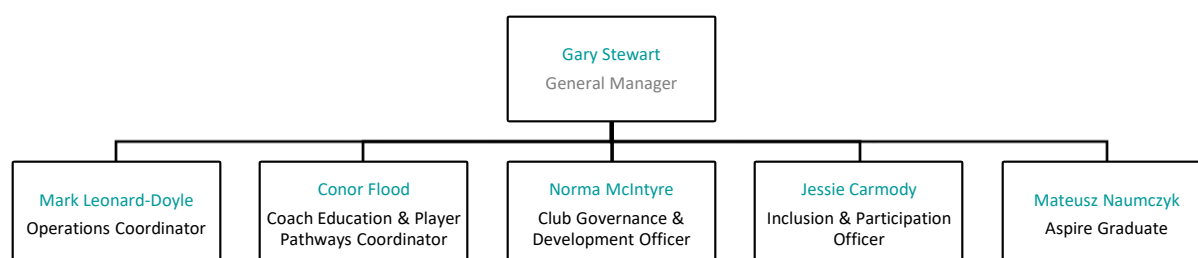
These achievements wouldn't be possible without a concerted effort across the whole of the Volleyball community starting with leadership and vision from the board, expertise and experience from the Commissions, passion and enthusiasm from our clubs, players and volunteers and a team of dedicated and committed staff that are a pleasure to lead.

This section of the annual report focusses on activities that aren't covered by the Commission Reports, and that are led by Volleyball Ireland staff. It is divided in to the five areas of our strategy and explores progress made against our strategic objectives, as well the intentions for 2020 and results of the latest stakeholder survey.

Thank you to everyone that has contributed to a successful 2019/20.

Gary Stewart | **General Manager**

Staff Overview and Changes



The employees of Volleyball Ireland remained the same throughout 2019 with the exception of the employment of Mateusz Naumczyk under Sport Ireland's Aspire programme for sports course graduates. The position was a fully funded 11 month contract from February 2019-January 2020.

Raising Participation

On a participation front, it is great to see numbers are increasing in both school and adult competitions. There is work to do in terms of coordination between nationally run programmes and clubs – this is something we expect to improve on in 2020 with the introduction of a national social volley programme and future leaders initiative, that will better support clubs recruit new members.

Throughout the year Volleyball Ireland ran a number of funded programmes and projects including the Women in Sport *Developing Inspiring Volleyball Activators* Programme, which trained up seven student leaders from Higher Education Institutions across Ireland. The *DIVAs* as they're known are then equipped and supported to create social volleyball activities in their student communities. DIVAs from TCD, UCD, UCC, DKIT, TUD and GMIT all took part in the pilot programme, with over 50 new players and a waiting list needed at Trinity College Dublin.

This model will be replicated in clubs and communities helping our clubs grow participation.

The Government's Dormant Accounts fund supports our Volleyball Inclusion Programme which this year focussed on developing programmes for older adults through Chair Volley. Working with a range of Local Sports Partnerships over 60 Chair Volley Leaders have been trained to deliver this fun game in the community.

Our European Federation (CEV) continues to support school programme development with the CEV Schools Project which in 2019 engaged over 30 schools and 60 teachers with training, education, competitions and equipment. The 2020 version will see a focus on schools in localities of our member clubs, helping create stronger pathways into club volleyball.

Raising Performance

2019 was a historic year for Irish Volleyball, with the hosting of the CEV Continental Cup in Bettystown, Co. Meath. It was a magical weekend that will live long in our memories. Seeing packed stands and the sun shining as Izzy and Alex beat Slovakia and Alex & Oisin defeated Scotland was incredible and well worth the hard work that staff, volunteers and our National President Grainne Culliton had dedicated to the event over the previous year. It really showed what could be achieved with vision, ambition and dedication.

That event really kick started a range of Beach Development Activities including the first Junior Performance Camp supported by the Olympic Federation of Ireland. Twenty four juniors took part in a three day residential camp. A Junior Beach Tour is planned for 2020 which will develop Junior National Teams for Beach Volleyball, with the intention to compete in Europe during 2021.

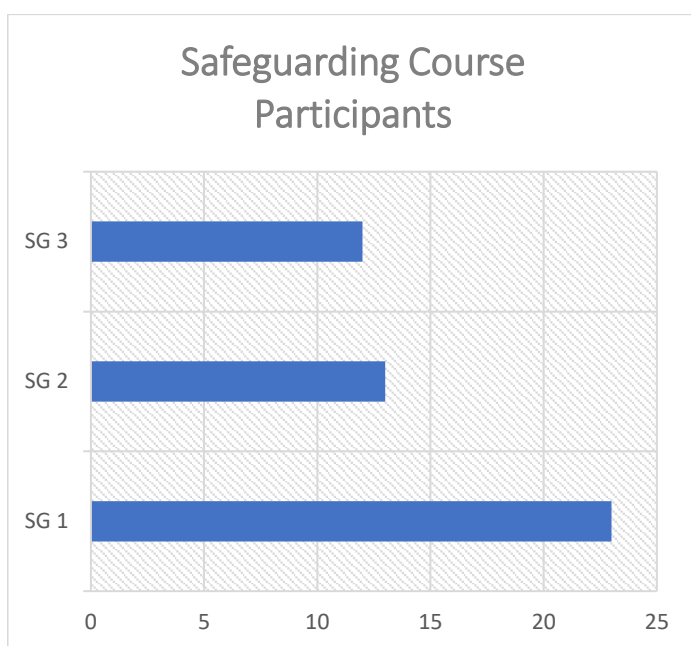
Player Development programmes are an area we need to improve upon providing more opportunities for players and coaches to challenge themselves. Driven by Conor Flood, we hosted the Friendship Tournament in Autumn 2019, over 140 players representing teams from Denmark, Northern Ireland and our own domestic clubs competed in Gormanston Park. The feedback on the concept and delivery of the event was extremely positive and is something that we will build on in years to come.

The plans we have for Regional Development Centres and the publishing of a long term player development model, will support clubs recruit, retain and improve our young players. This will also complement the work of our National Teams.

Raising Operational Standards

A significant portion of work has been delivered on the Governance of Volleyball Ireland including the publication of twenty new policies and procedures that will ensure we are governed correctly. Supported by the new Constitution & Articles of Association that were voted in at the April 2019 EGM, these policies will enable the organisation to meet our ambitions.

This also includes off court Club Development activities which were strengthened with the increase of a rewards scheme for clubs that complete the ClubMark process. The €500 grant has so far been utilised by Santry and Galway, with a further six clubs working through the various operational standards system. The Development team are in the process of establishing more club committee supports including a webinar series of online club development workshops.



Forty eight people took part in Safeguarding training over the last year across six different learning workshops. Volleyball Ireland became one of the first NGBs to establish an independent welfare panel to consult on safeguarding matters and through the work of National Children's Officer Norma McIntyre, we also completed a Sport Ireland Safeguarding audit. A comprehensive Safeguarding and Child Protection policy was updated in 2019.

52 Garda Vetting Applications were completed by the Association in 2019.

Raising the Profile

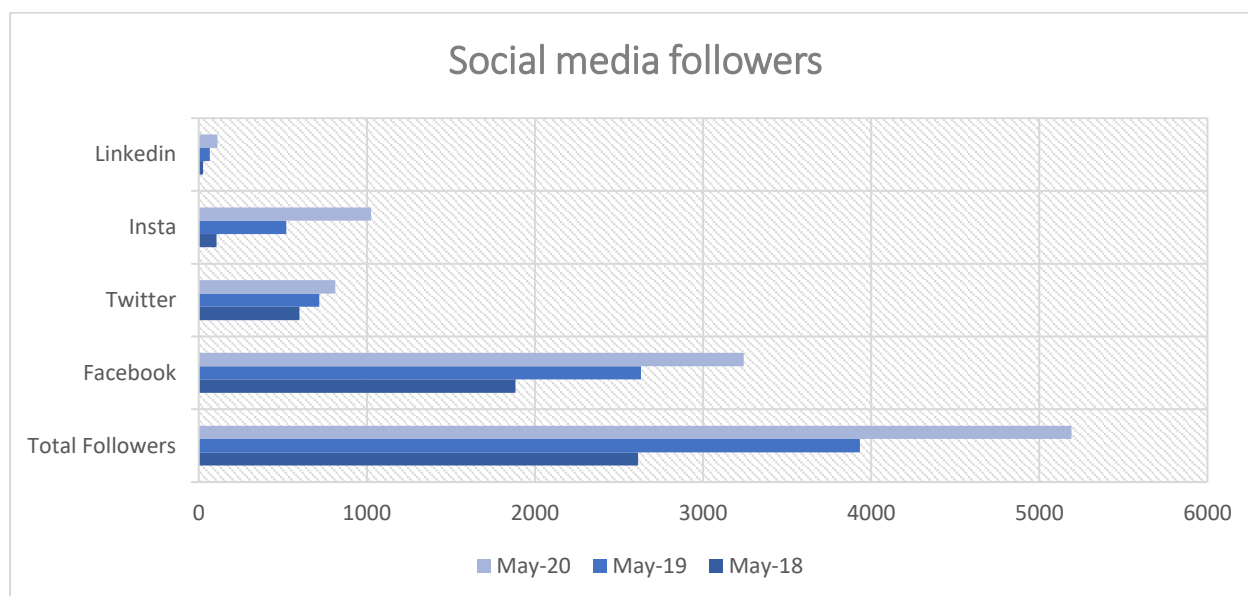
A key part of our mission is to promote the sport – unlike a lot of NGBs this is something we do wholly in-house with limited resources, but strong results again this year led by Operations Coordinator Mark Leonard-Doyle.

Our social media profiles have increased significantly with **98%** growth over the last two years. This is mainly due to the improved content we are creating, including more live streamed matches, interviews and profiles with players, coaches and referees. Initiatives like #MeetTheQuaranTeam, #TeamGreen and the #InspiringPlayers webinar series all help raise the profile of our sport which will ultimately lead to a growth in participation.

We have developed a partnership with media outlet Pundit Arena which brought over 300,000 online engagements to the Continental Cup event and led to us running a week long Volleyball promotional campaign with them. These partnerships take Volleyball to new communities that might not normally engage with the sport.

2019 also saw the introduction of the Monster Block Newsletter which is now a weekly publication and allows the Association to engage directly with members and stakeholders.

Social Media Followers:



FundRaising & Finance

Whilst the Financial Report section of the Annual Report covers finance comprehensively and in detail, it is worth recognising the fantastic efforts of the Volleyball community to help fund the national team programme.

Over €12,000 was raised through local activities by the volleyball community ahead of the Junior Small Countries Association Competition which was ultimately postponed for our youngsters.

Further sponsorships were secured from key partners and suppliers such as O'Driscoll O'Neill Insurance. Eddie Rockets supported the Women's u17 National team, and sponsorship was secured with WED Consult for the Senior team.

The grants that we acquire have increased significantly over the last couple of years and signifies positive relationships with principal funders Sport Ireland, as well as the Olympic Federation, FIVB and CEV.

Anti Doping

Volleyball Ireland's Anti Doping officer Jessie Carmody, delivered courses to National Squad players in 2019, ahead of the junior women's trip the NEVZA Championships. Further courses were held as part of the Volley Camp Virtual online programme and on the Junior Beach Performance Camp. 77 individuals received direct Anti Doping workshop education last season, 90% of whom were under 18.

Volleyball Ireland remains one of the few NGBs that ensure that Anti Doping education is completed as part of the league registration process.

No Anti Doping testing was delivered at Volleyball Ireland events or out of competition.

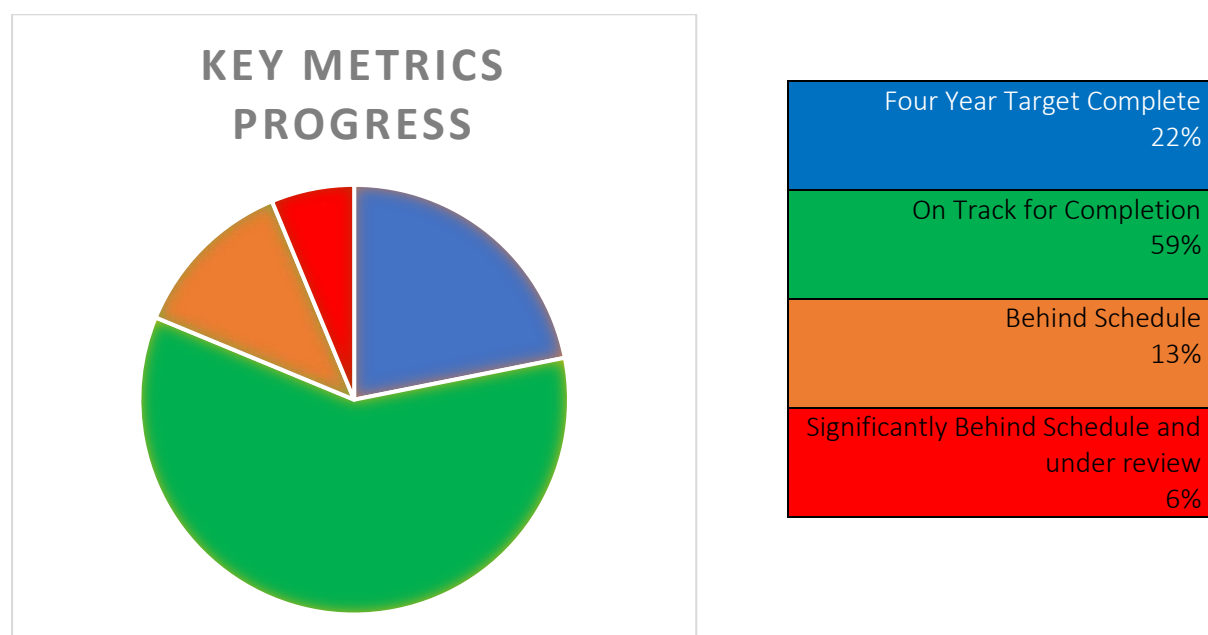
Strategic Objectives Update 2019

In January 2019, a new highly detailed and ambitious four year strategic plan was published. *Raising The Game* features a number of objectives and hard targets spanning five core pillars; Raising Participation, Raising Performance, Raising Operational Standards, Fundraising & Finance and Raising the Profile of Volleyball.

This section of the report highlights the progress made against the key metrics established in the Strategy. A strategic review is planned for Q4 of 2020 which will assess the plan as a whole, re-aligning objectives where needed. The review will ensure that Volleyball Ireland remains on track to achieve its vision that will *create vibrant communities, that allow all clubs, players and officials to reach their potential*. Members and stakeholders will be engaged in strategic review focus groups.

Thirty two key metrics and measures were established when the original strategy was published. Progress against these targets are published below.

Note: The strategic plan runs on calendar years in line with Sport Ireland reporting. The statistics and figures reported by Commissions later in this report, focus on seasonal statistics (October-September). Hence the difference in some metrics such as *registered players* for example.



Key Strategic Measure 2022	2019 Progress Update Summary	2019 Target	2019 Actual	2019 Progress
Increase the number of licensed players to 1,251, from 834.	At the end of December we had 1,478 players who registered at some point during 2019, this includes Beach Tour competitors who may also be playing National League Volleyball. As part of strategic review we may amend this target and only count players with active licenses on a season by season basis, rather than by calendar year.	1,000	1478	148%
Establish 6 Sitting Volleyball Centres across Ireland	VI Development team have worked with Santry and Dalkey as well as the Irish Wheelchair Association and National Rehab Hospital, exploring the opportunity to establish Sitting Volley Activity. There has been no significant progress in this area. The feasibility of the programme will be reviewed in detail.	1	0	0%
Have a network of 12 Volleyball Activators promoting and delivering participation programmes in colleges around Ireland	This project is ahead of schedule with the programme launched in Q4 2019. 7 HEVOS have been recruited and trained through Sport Ireland Women in Sport Training.	0	7	100%
Have a network of 8 Volleyball Activators promoting participation in Volleyball clubs and communities across Ireland	This is a 2020 target. The project will be launched in late 2020 in community and club settings.	0	0	0%
Have at least 100 Social Volley players active across the country	Project to be prioritised in 2020 and re-launched with a Social Volley registration model in partnership with clubs. Due to Covid19 this is likely to happen in Q4 2020.	20	0	0%
Increase the number of School entries in the National Cup Competitions to 1,141 from 847 in 2018.	Entries in 2019 competitions at 892. This target may be re-set and be measured on a season by season basis rather than by calendar year.	901	892	99%
Increase the number of Schools Affiliations to 317 from 381.	Not achieved. Whilst school competition entries have increased the number of individual schools has fallen. However, the original number of 317 included schools t False numbers initially entered.	328	0	0%
Deliver the TY Programme to 602 Volley Leaders per year, by year 4.	Delivered TY Volley to 461 Leaders in 2019, currently in process of producing a 'Club Leaders programme' to promote to Volleyball Clubs.	420	461	110%
Grow Member Club affiliation to 32 clubs	20 Full member clubs at present that compete in the National League Programme.	20	20	100%
16 clubs have completed the Club Mark Bronze award	2 clubs have completed the ClubMark scheme so far with Galway VC completing in Q4 2019. A new incentive scheme that includes a 500Eur equipment grant for clubs was launched in early 2020. 5 clubs began the ClubMark process since January 2020.	3	2	67%
12 clubs have active and competing Youth sections	12 teams in youth leagues, across 8 clubs. New youth blitz programme to be launched in Q1 2020 which will drive an increase in youth section development. Additional supports through the CEV school project to be added in 2020.	6	8	133%
8 Volleyball Centres of Development established and sustainable	Due to Covid 19 the Regional Development Centre project is on hold. Significant work preparing the project has been completed by it is likely to be launched in 2021.	3	0	0%
Adopt the Code of Practice for Good Governance	59/64 actions have been completed so far. The Governance Code will be adopted in Q4 2020.	0	0	0%
Provide a bi-annual General Manager report to members updating on strategic objectives	GM updates circulated, progress report published Oct 2019, as well and end of year activity summary published in Dec 2019.	2	2	100%
Appoint a General Manager	Completed in April 2018.	1	1	100%
Launch a Club Development Handbook	Complete. A club development handbook is available for download. This live document is updated regularly and provides templates to assist clubs.	1	1	100%

Appoint a data protection officer to manage GDPR policies and compliance	Operations Coordinator Mark Leonard Doyle carries out this function.	1	1	100%
Deliver 2 x Anti Doping Education Workshops for players and coaches each year	Junior National Teams completed the AD workshop. This was also delivered on the beach performance camp in July 2019. The workshop will be rolled out online to club players in 2020.	2	2	100%
Appoint a National Children's Officer to manage Garda Vetting and Safeguarding and Protecting Children & Vulnerable adults compliance	Development Officer Norma McIntyre carries out this function for the organisation. Volleyball Ireland were one of the first NGBs to create an independent welfare panel to advise on related issues.	1	1	100%
Support 16 clubs to implement LTPD plans	The LTPD Model project is ongoing and is expected to be launched in Q4 2020. A significant portion of work has been carried out with guidance from an expert group made up of club coaches and teachers.	2	0	0%
Have 24 teams actively participating in the Youth National League.	Twelve teams in total currently participate in u18 (4) and u16 (8) divisions. Focus to move to u16 and u13 age groups with a Development league added for older children as a transition league. Since the introduction of the strategy there has been a significant increase in the number of licensed u18 players.	8	8	100%
Have an International Sitting Volleyball Team	Whilst this is not a target for completion in 2019, it is subject to review in Q4 2020.	0	0	0%
48 Youth players in the Centre of Excellence programme	There are currently 41 youth players in centralised squads Junior programme already. This will be supported by Regional Development Centre initiative. The title of the programme may be reviewed in line with new LTPD model.	24	41	171%
Train 24 new Level 1 (or equivalent) coaches	14 L1 Coaches trained in 2019. Coaches trained may be removed as a success measure, and replaced with the number of active coaching license holders. This will more appropriately reflect success in this area.	8	14	175%
Train 64 new Foundation (or equivalent) coaches	13 Foundation Coaches trained in 2019. Coaches trained may be removed as a success measure, and replaced with the number of active coaching license holders. This will more appropriately reflect success in this area.	8	13	163%
Train 36 new referees	Six new referees trained in 2019. Additional success measures related to refereeing may be added related to retention and progress. As well as the number of active referee license holders. This will more appropriately reflect success in this area.	6	6	100%
Train 100 Chair Volley Leaders	60 Chair Volley Leaders were educated in 2019 as the programme was delivered in partnership with a number of Local Sports Partnerships.	16	60	375%
Increase Social Media Followers by 20% year on year.	35% increase in 2019., led by improved content, live streaming of matches and better engagement with members.	3480	4608	132%
Increase website Hits by 10% year on year.	12% increase in website hits in 2019. In line with more accurate webpage counting measures this target may be re-aligned as part of strategic review in 2020.	72600	80333	111%
Have 600 monthly subscribers to the Volleyball e-newsletter	1761 on current Monster block subscriber list. Average 41% 'open rate' and 4% 'click rate'. This development has been a successful introduction and communications tool.	300	651	217%
Increase member satisfaction year on year	Baselines established through Stakeholder survey in 2019. 2020 satisfaction ratings have shown a significant increase in member satisfaction, with 72% of members considering Volleyball Ireland to be 'Successful as an NGB' up from 58% in 2019.	58	72	124%
Develop a range of sponsorship packages, attracting sponsors for 5 key programmes	WED Consult, Eddie Rockets for National Teams generated €4.5k. ODon Insurance agreed as sponsors for VAI Cup (€1.5k). 12.5k secured in Continental Cup sponsorship plus benefit in kind support.	1	5	500%

Key Objectives 2020

Whilst the Covid pandemic lingers, it is difficult to provide accurate objectives that can be completed in 2020. The following are the intended priorities established at the beginning of the year, in line with the strategic plan.

- a. Host a world class [International Beach Volleyball](#) event that will help raise the profile of the sport in Ireland, gaining more media interest and inspiring young players to the sand.
- b. Publish a [long term player development](#) pathway model that will ensure a joined up and clearly aligned approach that puts players and skill acquisition at the centre of our work programme.
- c. Publish a [High Performance Framework](#) and Strategy for National Squads that gives a clear shape for National team planning and support.
- d. Continue to grow [youth participation](#) with fun blitz style events for clubs that helps support school-club links and gives club junior sections age appropriate competitions to play in.
- e. Appoint [National Team Coaches](#) for the Women's Senior Team and Beach Squads ensuring that Ireland can be best represented on the International stage.
- f. Launch a new and exciting [social and recreational](#) volleyball programme for adults that builds on fun sessions and grows participation in clubs, colleges and communities.
- g. Work with clubs to establish more robust [development supports](#) that support club development and growth, on and off the court.
- h. Ensure the [Commission structure](#) is well established with clear and transparent reporting lines and governance, that will help grow the sport.
- i. Continue to grow our [online presence](#) with more creative content, educational workshops and live streams that helps raise the profile of clubs, players and officials.
- j. Develop a [Beach Referees course](#) that educates and certifies referees to support the National Beach Tour.
- k. Establish a [Regional Development](#) centre system that supports clubs develop players
- l. Put in place the first [Junior Beach Tour](#) event and training squad programme for teenagers.
- m. Formally adopt the [Governance Code](#) further developing a range of policies, procedures and a board effectiveness review system.
- n. Develop an in-depth [Communications plan](#) that will help recruit new players to clubs and programmes.
- o. Carry out a [strategic review](#) of the current plan, identifying key objectives going forward.

Stakeholder Survey

In 2019 the first Volleyball Ireland stakeholder survey was published allowing members to provide a series of satisfaction benchmarks in key areas of the sport. The survey is used to measure the organisations performance versus the previous 12 months.

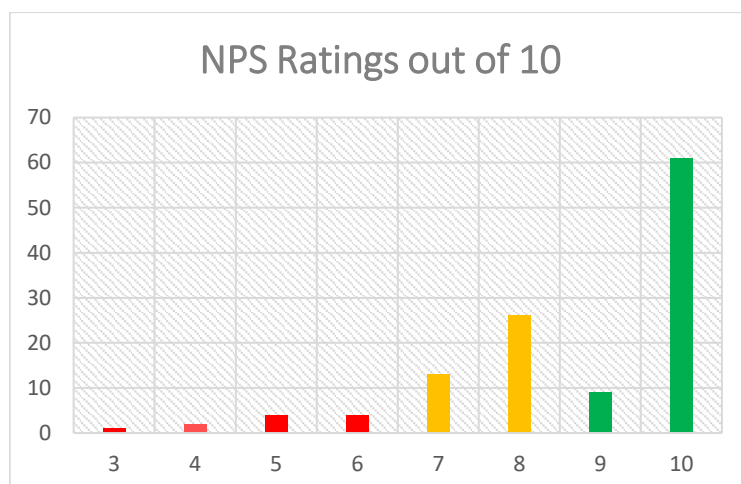
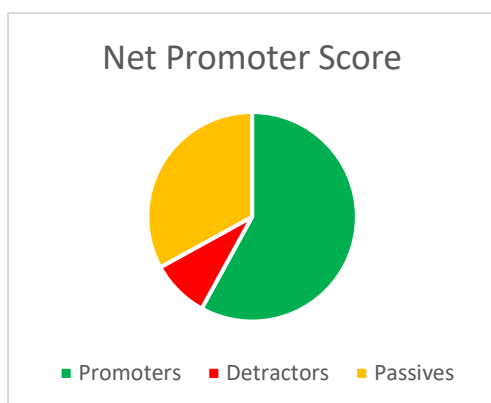
The survey also provides members with a chance to suggest their own ideas for new projects or activities that will improve their experience of Volleyball in Ireland. The 2020 version received nearly double the number of respondents which provides a more accurate picture of member sentiment.

Rating	2019 Score 68 responses	2020 Score 120 responses
General NGB satisfaction ratings		
Net Promoter Score	N/A	+49
Overall Effectiveness as an NGB?	7.04	7.57
Do you consider Volleyball Ireland to be a successful NGB?	58% Successful 15% Unsuccessful 27% Don't Know	72% Successful 3% Unsuccessful 25% Don't Know
How do you rate the overall image of Volleyball Ireland?	69% Positive 16% Negative 15% Don't Know	80% Positive 3% Negative 17% Don't Know
Specific Areas, ratings out of 10		
Marketing, Engagement and Communication	6.5	7.7
Organising Competitions	6.9	8.3
Coach & Referee Education	7.3	8.0
Leadership & Governance	7.1	8.1
Raising Participation	6.5	7.4
Player Development	6.4	7.0
Total Rating Score	40.7	46.5

Net Promoter Score

The 2020 version includes a Net Promoter Score question. Net Promoter Score is a globally recognised tool to measure customer satisfaction in a number of industries. NPS works by asking a simple question “How likely are you to recommend a friend or colleague to become a member of Volleyball Ireland”. Members then score on a scale of 1-10. People who rate 9 or 10 are classed as promoters. Anyone who scores 1-6 is classed as a detractor. And 7 & 8s are rated as passives. The % of detractors is subtracted from the % of promoters to give a score between -100 and +100.

Global benchmarks suggest a score of 30 is ‘good’ and anything above 50 is ‘excellent’.



NPS Rating: +49

Promoters

Most promoters recognise the improvement that has been made across the board particularly identifying improve communications and more social media activity, including the new Monster Block weekly newsletter. Promoters highlighted the Coaching Masterclass and online webinars as good steps forward as well as noting an increase in National Team activity and the efforts made to develop youth club competitions and junior beach activities.

Detractors

Conversely some detractors highlighted a lack of social media activity and content and promotion in general. Several comments related to a 'Dublin bias' with more programmes needed nationwide, as well as lack of funding for National team programmes. Several detractors highlighted a need to centralised referee appointments and a move away from club referees.

Passives

Passives are generally satisfied with the performance of Volleyball Ireland but identified more tournaments and events for social/recreational players would be a step forward. As well as more help supporting clubs with funding.

Summary

In summary, the stakeholder survey has seen increased scoring in all departments which signifies improvement and satisfaction of members. In general terms the organisation has a very positive reputation and image. This should give encouragement for the future and reassurance that Volleyball Ireland is moving in the right direction.

Whilst the scoring signifies improvement it also demonstrates there is continuous work to do, especially in areas of player development and participation development. Implementing programmes for both should be priorities.

There are still areas for improvement, and the ideas and feedback gained will help inform this ahead of next year's survey.



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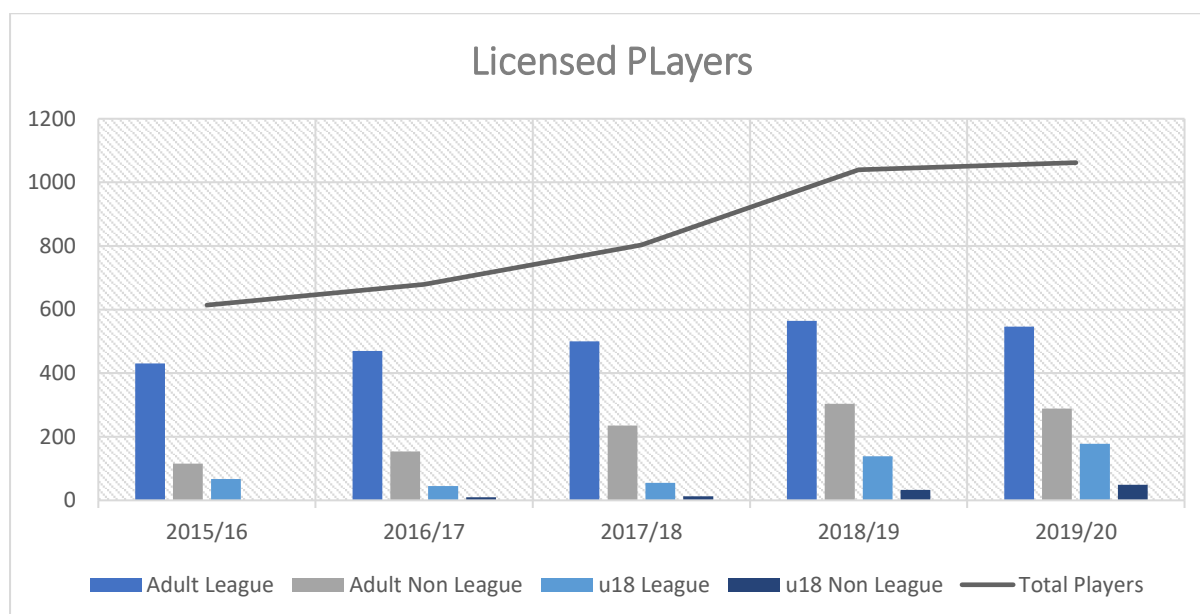
COMPETITIONS & DEVELOPMENT COMMISSION

National League, Association Cup & Championships

The 2019/20 National League season was very much a *season of two halves* with the global Covid19 pandemic curtailing and ultimately cancelling proceedings, with around 30% of matches to be completed and most divisional titles in contention.

Until that point in mid March, the National League programme continued a positive upward trend in participation that has seen an increase in the number of players (+21) and three teams joining the five division National League structure. We welcome Kilkenny Spartans and Longford Smashers as new National League member clubs.

The growth in the National League is consistent with increased numbers for the Competitions programme as a whole with significant growth over the last five years. In total we have 1,062 licensed players as of the end of the 2019/20 season, which is an increase of 73% versus 2014/15.



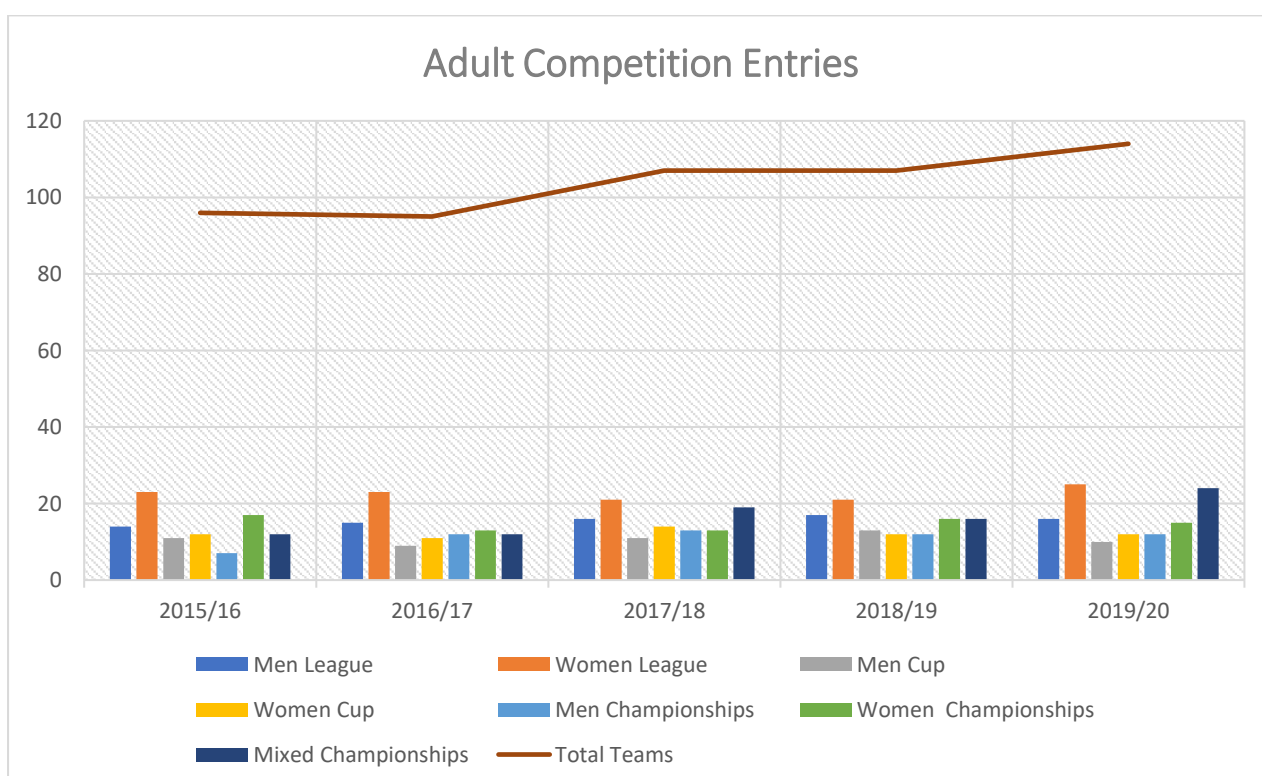
The number of Irish born National League players has dropped slightly 2pts to 33%, after a jump of 8pts last season. The jump last season is mainly related to the growth in the number of youth players licensed to Volleyball Ireland, entering the Youth National League competition.

In total, foreign born players account for 69% of Competitions licensed players, originating from 63 different nationalities. Whilst we want to develop systems and programmes that ensure that Irish players participate in adult competitions, this diversity is real strength of the Association and our global community should be celebrated. There is opportunity to further engage people from different nationalities through the promotion of Social Volley initiatives and recreational tournaments in clubs and the community.



The cancellation of the Cup was particularly disappointing as this season brought O'Driscoll O'Neill onboard as headline sponsors, with the finals weekend planned for the world class Sport Ireland National Indoor Arena and a high quality live stream production in partnership with media outlet Pundit Arena. The intention is to make the Association Cup and Finals weekend a real flagship event that will attract national media interest and spectators. And lead to an increase in the number of clubs that enter the Competition. 2019/20 cup entries were down three on the previous year.

This year's Championships did reach a conclusion with a record entry of 51 teams, including 24 in the Mixed event. This is an increase of 14% v 2018/19. The engagement of Recreational teams in this competition is vital as we look to establish pathways for new clubs to enter the National League. On this note, Volleyball Ireland staff are delivering a new Development League in 2020/21 which will provide another opportunity for teams to transition into high level Volleyball.



National Youth League

The introduction of the National Youth League has contributed to significant growth in the number of active player licenses, with a five year increase of 72% versus the 2014/15 season. The number of u18 players in the National League system has grown by 28% v last year.

Like with the Adult National League, the Youth version was curtailed due to Covid19.

In 2018/19, the league was launched with 12 teams competing at u16 level, moving into an 8 team u16 and 4 team u18 league for this season. Due to the varying ability levels within this age group many u18 players competed in the Adult National League.

For the upcoming season, a new Development League is being introduced which will continue to provide opportunities for developing young players and recreational clubs to begin the transition to the Adult National League. The focus on youth club competitions will move to u16 and u13 level, and will be supplemented by Regional Skill Development workshops. Programmes such as the CEV Schools Project will be targeted in areas that will directly benefit clubs participating in youth activities.

Recreational Competitions

33 teams took part in the Recreational League competition across both the East, West and South divisions, a slight reduction of 1 team versus 2018/19 season. There is demand for more recreational and social volley events and matches, particularly mixed events which is something to be prioritised in the coming year. There is clearly a keen and interested market for Social Volleyball activities and this presents an opportunity for clubs and communities to grow participation.

School Competitions

Volleyball Ireland's School Competition programme has maintained a steady participation rate for the third successive year with 923 teams participating in 2019/20 season.

Based on feedback from teachers and club coaches we've revamped and re-structured the school competition structure with more fun events for younger players and phasing out of spikeball for 13year olds. We are transitioning more to a mini volleyball system at that age group which gives players more relevant skills for enjoying life long participation in the sport.

For player development purposes we are phasing out Spikeball at 2nd year in Secondary School and transitioning to Mini Volleyball, hence a significant fluctuation in participation on those two programmes.

At primary school level the Spikeball Competition has been replaced with 'The Spikeball Tour' which is an entry level fun based participation event, rather than a formal competition. This is particularly popular with new players, and better promotes the inclusive nature of Volleyball.

Furthermore, we have introduced a Mini Volleyball competition at primary level for more advanced players, hence the reduction in Spikeball Competition numbers and an increase in the fun tour and mini volleyball programmes.

In the secondary school championships most teams enter both league and cup comps, and are as such double counted.

At a competitive level the Schools Senior Cup did not disappoint with two x five set thrillers deciding the boys and girls competitions. Both trophies were taken back to Ennis, Co Clare with St. Flannans and Colaiste Mhuire taking the prize, defeating Drumshanbo and Rockford Manor in the boys and girls respectively.

A Kildare derby decided the u16 Girls final with Holy Family (Newbridge) extending their remarkable run defeating St Mary's of Naas in the Galway final.

Drumshanbo defeated rivals Elphin in the Boys, before going on to claim victory in the All Island North v South final. Holy Family and St Flannans also claimed victory in their matches versus our Northern Ireland counterparts with Colaiste Mhuire losing a great 5 set match.

School Team Participation			
Competition	2017-18	2018-19	2019-20
Post Primary Spikeball	239	223	105
u18 Champs & Cup	80	69	70
u16 Champs & Cup	77	73	86
u14 Champs & Cup	80	74	75
Post Primary Mini Volleyball	53	49	149
CEV Schools Project	0	20	23
Special Schools	0	10	8
Primary Spikeball Comp	372	389	0
Primary Spikeball Fun Tour	0	0	129
Primary Mini Volleyball	0	0	255
Primary Mini Spikers	0	6	23
Total	901	913	923

National Beach Tour

The National Beach Tour continued to reach over 20 teams in each single sex event and over 35 teams in the mixed tournaments. This is currently the maximum that the tour can allow with current facilities and volunteers available to assist with court setup.

The Tour has continued to develop relationships and collaborated with two major weekend-long festivals: Battle of the Bay in Dublin and Sea Sessions in Bundoran, Sligo. These festivals generate interest in the sport to the non-volleyball community and help gain both local and national media interest. For example, Battle of the Bay had over 10,000 visitors this year and our display event drew crowds as well as attracting a record number of beginners to the competition.

Battle of the Bay also helped facilitate our first referees course with International tutor Geir Dahle visiting from Norway, ahead of the Continental Cup.

In total we had 184 people who participated in the national tour, down slightly from 190 last year, but as the Tour is at maximum capacity, that number is likely to stay static. That said, there is growing interest in the evening social volley sessions which is a potential area of growth.

In terms of social media growth the BVI Facebook community numbers are up 10% from 1840 last year to 1950 this year. Which is partly due to the support of top quality photographers to take photos at our events as well as video content. These high quality photos were very successful in boosting online traffic on Facebook.

The Tour also continued to target juniors with the first Beach Camp for Juniors held in Bettystown. 2019 was the first year that we had juniors participate in the Tour which bodes well for future development.

The Ballybunion Tour event was bigger again than last year with local business and political support. This event is becoming a real highlight in the Tour calendar and is an excellent example of partnership work with the local area.

In partnership with NIVA, tours are scheduled to ensure that there were no clashes with other competitions. We continued with the crossover events in Bettystown and also reintroduced one in Portrush, both of which had some of the highest tour numbers.

Work on developing an in-land court and permanent courts around Ireland continues, with Dublin City Council awarded 60,000EUR from the Sports Capital Programme towards the construction of an inland facility. We hope this work will begin in early 2021.

Competitions Roll of Honour 2019-20

Tournament	Winners	Runners Up
National League	All divisions declared null and void due to Covid 19	
Association Cup & Shield	Cup & Shield declared null and void due to Covid 19	
U16 National League & Cup	Declared null and void due to Covid 19	
U18 National League & Cup	Declared null and void due to Covid 19	
Championships Int Women	Santry	Ballymun Patriots
Championships Int Men	Net Force	Munster Thunder
Championships Jnr Women	MGL	Aer Lingus
Championships Jnr Men	Dundalk IT	University College Dublin
Championships Int Mixed	Tallaght Rockets	Royal College Surgeons
Recreational Cup West	Serve-ivors	Phoenix
Recreational Cup East	Balbriggan	MGL
Recreational Cup South	Impact	University College Cork
Recreational Shield West	Claremorris	GMIT
Recreational Shield East	Dundalk IT	TU Dublin City
Recreational Shield South	Youghal	Vbak
Sch. Senior Boys A	St Flannan's College, Ennis	Drumshanbo VS, Leitrim
Sch. Senior Boys B	Colaiste An Eachreidh, Athenry	Grange CC, Dublin
Sch. Senior Girls A	Colaiste Muire, Ennis	Rockford Manor, Dublin
Sch. Senior Girls B	Patrician Presentation Fethard	Scoil Mhuire Strokestown
Sch. Senior Girls C	Elphin CC, Roscommon	St Leo's College, Carlow
Sch. U16 Boys A	Drumshanbo VS, Leitrim	Elphin CC, Roscommon
Sch. U16 Boys B	St Brigid's College, Loughrea	Patrician Presentation, Fethard
Sch. U16 Girls A	Holy Family SS, Newbridge	St Mary's College, Naas
Sch. U16 Girls B	Scoil Mhuire Strokestown	Holy Family SS, Newbridge
Sch. U16 Girls C	Grange CC, Dublin	Ardscoil Muire, Ballinasloe
Sch. Jnr Cups	All postponed due to Covid19	
Spikeball Boys Cup	Grennan College, Kilkenny	Sutton Park School, Dublin
Spikeball Girls Cup	Mercy SS Mounthawk, Tralee	Scoil Chriost Ri, Portlaoise
North VS South Senior Girls	Dalriadi School, NI	Colaiste Muire, EIRE
North VS South Senior Boys	St Flannan's College, EIRE	Campbell College, NI
North VS South U16 Boys	Drumshanbo VS, EIRE	Campbell College, NI
North VS South U16 Girls	Holy Family SS, EIRE	Portadown College NI
Primary School Competitions	All postponed due to Covid 19	
Mens Beach Tour	Georg Emmerich	Jonathan Workman
Womens Beach Tour	Miriam Gormally	Giedre & Zydre Guobyte
Mixed Beach Tour	J. Workman & Z Guobyte	Marcin Szklarek & Paola Rosas
King of the Beach	Georg Emmerich	Felipe Wanderson
Queen of the Beach	Marie-Claire Sabogal	Lina Dzurnak



4

EDUCATION & TRAINING COMMISSION

Coach Development

The Coaching Development Group has been working through a number of initiatives to increase the education opportunities for existing coaches and those new to coaching, both at club level and in school.

Summary of activities:

- 1 x New Coach Developer trained through Coaching Ireland, with Norma McIntyre (VI Development staff & Santry VC) completing the course with flying colours
- Phase 1 completed in the development of a Coaching Ireland approved Level 2 coaching course
- A full revision of the Foundation Level and the Level One Coaching course has been completed and approved by Coaching Ireland
- The Coaching Masterclass series was launched in 2019 and featured sessions in Kildare, Galway and Dublin
- CEV School Teacher tutor and Fundamental Movement expert Kristof de Loose delivered a coaching masterclass event for teachers and club coaches, with 34 participants taking part
- Online elements of the Level 1 course have been introduced
- Coach Education Webinars were delivered with Gianni Massa, Erica Fatini, Edyta McMullan, Mark Delahunty and Tom Landers
- Online Education series with Volleyball legend Vladimir Grbic saw over 100 people register for the four-week initiative
- FIVB funding of 5,000EUR has been secured to deliver an advanced coaching course in 2021
- Teacher training delivered to 31 schools from across Ireland with 62 teachers taking part
- Transition Year Leadership programme increased with 520 students taking part
- Four teachers took part in a Teacher Training programme with the CEV in Slovenia, as part of the Schools Project
- 131 sports students completed Volleyball workshops

Coaching Courses

Foundation Course x 13 participants

Level One Course x 12 participants

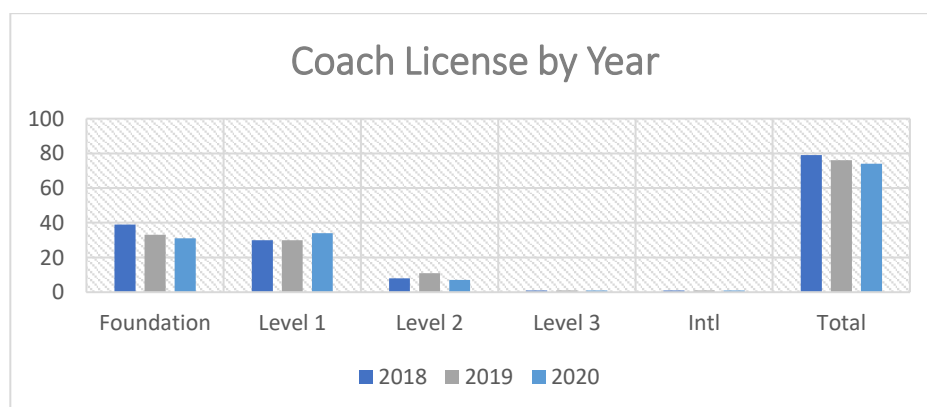
Teacher Training x 62 participants

Transition Year x 520 participants

College Coaching Programme x 131 participants

Licensed Coaches

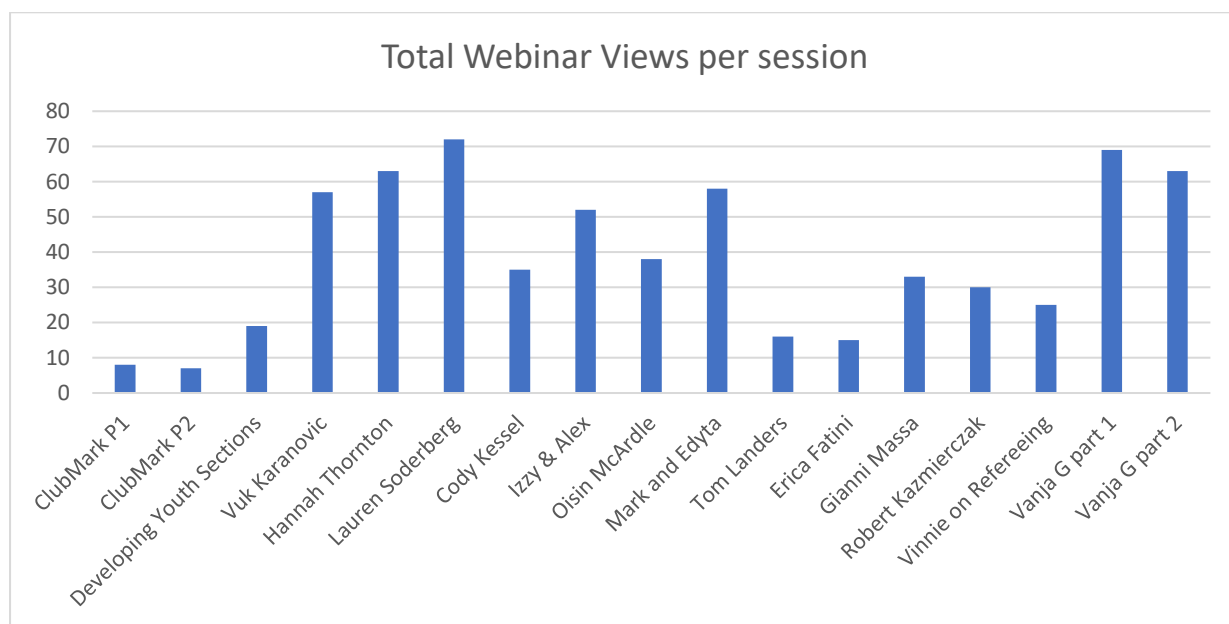
74 Coaches held active licenses at the end of the 2019-20 season, versus 76 at the end of 2018-19.



Future Plans

Work is ongoing strengthening the Coach Development Group. The Stakeholder survey has provided some great ideas to support the work of the coaches in this regard. Covid19 is impacting the delivery of practical sessions, but a move to more online courses and learning will be able to engage more coaches.

Whilst online learnings and training have stepped up this season, there is work to be done in terms of the range and topics of courses covered.



In line with the Long Term Player Development Model, age specific courses will be rolled out in 2021, as well as education in a range of soft skills such as resilience and leadership. In partnership with the FIVB an advanced coaches' course will be delivered in 2021.

Referee Development

The season being curtailed was clearly a disappointment after all of the hard work by the Referees Development Group, tutors and assessors throughout the year.

The new Commission structure and subsequent impact on roles and responsibilities has taken some time to settle with Colette King (Tallaght Rockets) leading the bulk of the work. The Commission lost Declan Ryan (Gardians) and Clodagh NicCanna (DVC), the previous year but was strengthened by the continuous hard work of Matteo Gubbelini (Gardians). Adrian Pinczura (IT Carlow) joined mid way through the season but his impact was curtailed due to Covid19.

Alfredo Aloï (Net Force) was appointed as a Board Member with the portfolio of Education & Training Commission in early 2020.

The Commission appointed Referees to several finals including: Schools Finals, The Championships, The Intl Friendship Tournament and Student Sport Ireland Finals.

Courses Delivered

Grade 3:

September 2019, Dublin – 7 participants

January 2020, Mayo – 12 participants

Referees Refresher Course:

December 2019, Dublin – 6 participants

Three Referee Upgrades as follows:

Two x Grade 3 Referees were assessed and progressed to Grade 2

One x Grade 2 Referee was assessed and progressed to Grade 1

International Referee Qualification

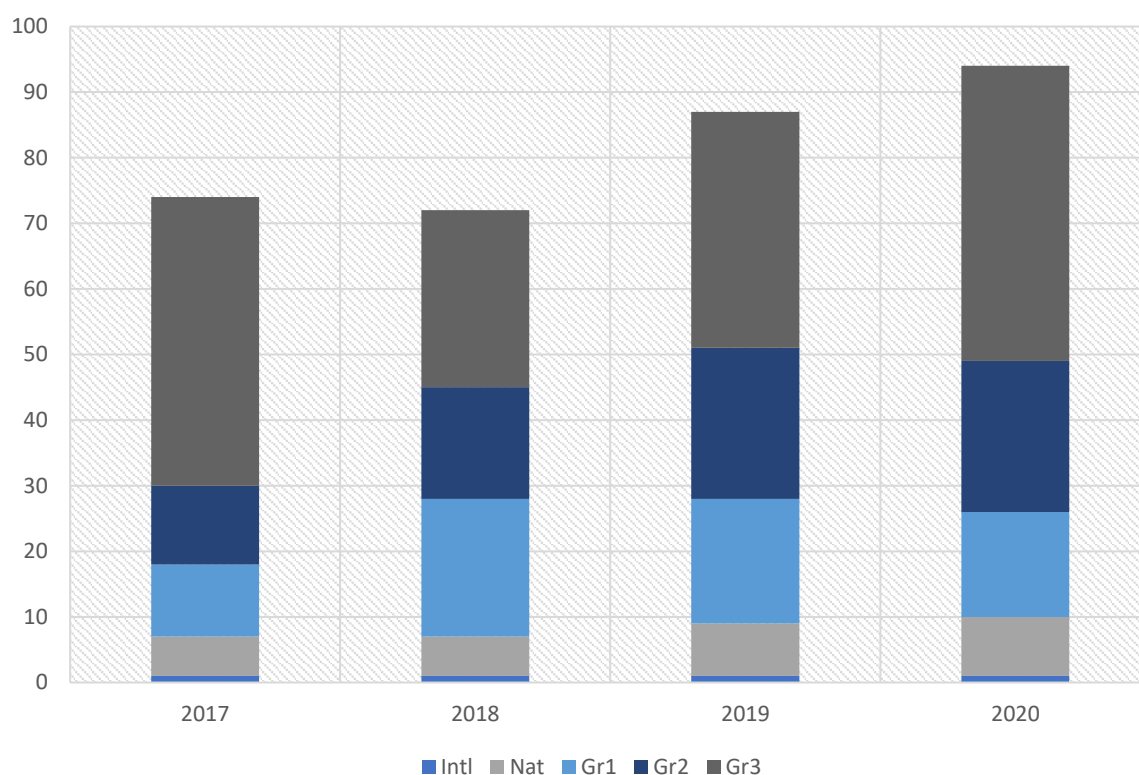
Vinnie Dos Santos completed the FIVB Referees Course in Turkey in December 2019. Prior to Covid19 Vinnie had been selected to officiate at the CEV Junior European Championships in Hamburg, Germany. As part of his upskilling Vinnie officiated in the NEVZA u17 Women's Championships in Denmark (September).

Numbers Registered

Although there are currently 94 registered referees, only 80 had active licenses versus 85 at the end of the previous season. Referees need to complete one or more of: Refresher Course (every 3 years), Garda Vetting (every 3 years) or Safeguarding (every 4 years), to keep a valid license. Ensuring the license system is fully completed will maintain an upward trend in referees which has been growing consistently over the last four years.

Whilst the number of referees has grown at the entry to the pathway, the number of referees at the top (Intl, National, Grade 1) is dropping slightly year on year.

Referees by Grade by Year



Registered Referees by Club:

Club	Intl	National	Grade 1	Grade 2	Grade 3	Total
No Club Specified			1			1
Aer Lingus		1	4	5	3	13
Ballymun		1	2			3
Dalkey Devils						0
DVC	1	2				3
Gardians		1	1	2	4	8
Galway					1	1
Impact				1		1
IT Carlow				1		1
Kilkenny Spartans						0
KVC						0
Longford Smashers						0
Mayo				2	1	3
Munster Thunder			2	2	1	5
Naas			1	1	7	9
Net Force					2	2
Newbridge		1	1	3	13	18
Santry		2	1	1	6	10
Tallaght Rockets			2		5	7
Trinity College Dublin				1		1
University College Dublin		1	1	5	1	8
Total	1	9	16	23	45	94

Disciplinary

Whilst the number of matches was less this season, due to Covid19 the proportion of disciplinary issues has risen significantly. This is an area of concern.

Sanction	2019-20	2018-19
Yellow Cards	44	43
Red Cards	11	7

Future Plans

To mitigate against the uncertainty of Covid 19, the Education & Training Commission will be hosting its first online referees course in Autumn 2020. This will be followed by assessments at the Volleyball Ireland Pre-Season Tournament in Kilkenny, ahead of the season re-start.

Working with the Volleyball Ireland Development staff, a new Future Leaders programme will be rolled specifically for teenagers which will include referee training and coach education. More information on this will be published in due course.



VOLLEYBALL IRELAND
ANNUAL REPORT 2019-20



5

HIGH PERFORMANCE COMMISSION

High Performance Report

Womens Squad Programme

With the St. Patrick's Day event cancelled due to Covid, the Senior Women's team have been quiet after a 5th place finish in the Small Countries Association Championships, Luxembourg in May. Off the court there has been some change with Italian coach Fabio Tamborrini tendering his resignation in September, following a move to Costa Rica.

DVC's Mark Delahunty was appointed Head Coach in early 2020 and has set about creating a strong pathway structure with the aim of having training squads at u15, 17, 19 and Senior Level by the end of the year. Mark is ably assisted by Gardians stalwart Edyta McMullan and a strong support team, including newly selected captain Alex Graves of UCD.

2019 was certainly a step forward for the junior age group squads with competitions in the Faroe Islands, Sardinia and Denmark. The time commitment that volunteer coaches and managers dedicate to their respective programmes is inspiring. As is the commitment made by parents and team managers travelling the length and breadth of Ireland, and the continent supporting their teams.

Gianni Massa's u17W backed up their u16W campaign with another great experience, this time in Copenhagen where they came up against strong Norway, Finland and Iceland teams. The future is certainly bright for this cohort of players and the experiences they are gaining is vital in their development and love for Volleyball.

Jennifer Moret had the u19W in great form ahead of their SCA competition planned for Easter 2020, which was predictably cancelled due to Covid. After a phenomenal fundraising effort from parents, players and families it is hoped this event will be re-organised in 2021.

Mens Squad Programme

The Men's Squad continue to grow both in ability and physicality, with a holistic programme in place.

In total, 44 players are part of the National Training Squad programme with 16 x u19 players and 28 x u15 players. This provides a wide base of talent. The majority of players are recruited from volleyball playing schools with several in locations not in close proximity to a club, meaning the National programme is their only extra-curricular volleyball training.

48 training days were delivered throughout the year including 2 x 4day camps in Drumshanbo, Leitrim. The remaining sessions were delivered as part of the centralised programme held in Gormanston Park.

In total, the squad played 11 matches including 5 games at the Flying Scots Tournament, 3 matches at the Championships, 2 games at the Gormanston Intl Friendship Tournament and friendly game against Athlone IT.

It was particularly exciting to see the Boys team bring home a bronze medal from the Flying Scots Tournament in Edinburgh, where they were close to reaching the final. In fact, they defeated the eventual champions in the early stages.

The twinning project with Narbonne Volley was established and is a great blueprint that can help enhance our players. Cathal Dwyer signing for the professional French club proves there is great talent in Ireland to be nurtured. It is great reward for the hundreds of hours that Andrei, Ionut, Aidan, the support team and of course the players dedicate to their Volleyball.

As Volleyball naturally competes with other sports for players, it is important we provide these opportunities for youngsters to represent their country – having a clear pathway from school & club to International competition is vital. This is something the LTPD model and the High Performance Framework will support.

Unfortunately, several of the programme's key competition objectives weren't met wholly due to Covid 19, including; participation in the u20 Mens SCA Championship slated for Luxembourg, St. Patrick's Day Tournament, Easter event with Narbonne and entry into tournaments in Portugal and Romania.

Beach Squad Programme

Senior Beach Teams competed in the CEV Continental Cup in Bettystown, as well as the Small Countries Association Championships in Perth.

The home CEV Continental Cup was a great success for both Mens and Womens teams with the number one pairings in each claiming victories at this level for the first time. The experience Mens pair of Alex Gibbons and Oisin McArdle, ably supported by Benny O'Regan and Greg Kaczmarek claimed third place defeating Scotland in front of a raucous home crowd.

Eventual runners up Ukraine just pipped the lads to second place, behind surprise package Lithuania.

In the Women's section Ireland's Number one pairing of Alex Graves and UCLA's Izzy Carey claimed an historic victory over the Slovakian second pairing. Miriam Gormally and Marie-Claire Sabogal ran the Slovakian Number 1s close, who incidentally recently qualified for the World Championship Final. Estonia were the eventual winners defeating Ireland 2-0 with the windy Sunday conditions a home from home.

This vital experience helped the squad as they moved on to the SCA Championships in Perth, Scotland. With Carey unavailable Alex Graves and Miriam Gormally took the number 1 jerseys finishing a fantastic 4th place edged out of bronze by the top ranked home pairing of Coutts/Beattie.

Irish teams also finished 5th (Sabogal & Lamont) 7th (Halpin & Roantree) and 9th (Lynch & Frazell).

A photograph of a crowd of people, including children and adults, at a volleyball event. A young girl in the foreground is holding a white flag with the word "CORANO" written on it in colorful, hand-drawn letters. The background shows a large indoor sports hall with yellow curtains.

6

FINANCIAL STATEMENTS

Treasurer's Report

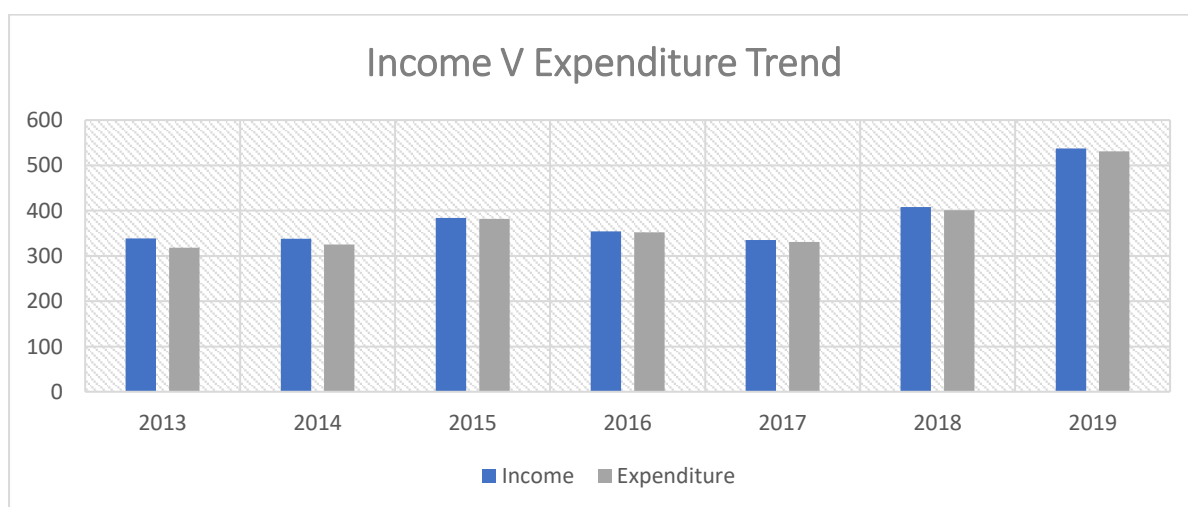
2019 was another year of significant growth with income totalling €537,000, an increase of 32% versus 2018. This was matched by similar growth in expenditure meaning a net surplus of 6k, which is similar to the previous year.

The company balance sheet remains healthy with investments made to procure assets such as Beach Volleyball posts and new computer systems.

In summary, the activities of the company has increased significantly with the hosting of prestigious competitions and an increase in participation at an international level. This is expected to result in higher costs and income. The net surplus, has remained stable and there is an upward trend over the last few years, meaning the company reserves are increasing.

Balance Sheet	2019	2018	2017
Fixed Assets			
Tangible Assets	9352	0	0
Current Assets			
Stocks	9395	12405	16018
Debtors	110404	36239	31688
Cash & Equivalent	175149	233566	223321
	294948	282210	271027
Creditors due within 1 year	-188738	-172643	-167674
Net Current Assets	106210	109567	103353
Total Assets less current liabilities	115562	109567	103353
Capital and Reserves			
Income & Expenditure Account	€115,562	€109,567	€103,353

Whilst the financial growth of the company is positive, the last couples of years have seen significant increases in both income and expenditure, and we must ensure that costs are managed carefully in these uncertain Covid19 times.



In the interests of transparency, the income and expenditure accounts are presented with accompanying variance notes that provide a brief overview of the reason for the difference versus the previous financial year.

Further detail on the main variances are included below.

Income	2019	2018	Variance Notes
Annual Awards Dinner	8,099	7,877	Increased ticket sales with over 220 attendees
Beach CEV Project income	2,000	2,295	
Beach Events	16,200	11,482	
Beach Intl Event Income	50,715	0	CEV Continental Cup was not held in 2018. Note: SI special projects grant is for this event.
Club Affiliation Fees	14,214	2,043	New online membership system, combined with Player Reg Line below
Coaching & Referee Courses	7,747	3,840	Significant increase in teacher training workshops
Coaching Registrations	115	422	Fee combined with coach course fee
Competition Entry Fees	9,717	9,471	
Equipment Sales	10,089	6,241	Increase in stock and sales
Indoor Intl Event Income	17,079	0	New Friendship Tournament at Gormanston Park
National Squads Beach	739	0	
National Squads Men	20,394	13,854	Significant increase in activity in Mens Squads
National Squads Womens Jnr and Snr	14,195	16,198	Majority income generated in 2018 for 2019 events
Other Grants	11,120	0	Increased grant acquisition from OFI, CEV etc.
Other Sponsorship	4,000	1,100	Increased sponsorship work
Patrons of Development	144	144	
Player Registration & Insurance Fees	22,598	33,020	Combine with Club affiliation fees as above
Referee Registrations	1,350	1,746	
School Entry Fees	10,947	15,041	Multi year affiliations affected affiliation income. Participation maintained.
Sport Ireland Core Grant	200,000	185,000	Increase in core grant
Sport Ireland Dormant Acc Aspire Grant	19,139	0	New grant for 2019
Sport Ireland Dormant Acc Inclusion Grant	32,127	0	New grant for 2020
Sport Ireland Special Projects Grant	10,000	0	New grant for CEV Continental Cup
Sport Ireland WIS Grant	35,502	48,000	End of project for previous grant
Staff Coaching Services Income	13,318	6,740	Increased activity in this area
Sundry Sales & Fines	1,286	625	
Watershed Hours Bank	0	16,000	No grant for this in 2019
Women in Sport Programme Revenue	4,875	10,514	Reduced programme due to funding ending
Capital Grant	0	15,960	No drawdown in 2019
Total Income	537,709	407,613	

Expenditure	2019	2018	Variance Notes
Advertising & Marketing (dc)	2,025	0	Purchase of marketing materials to improve promotion
Annual Awards & Social Events	9,573	-9,266	50th gala event accrual reduced exps in 2018
Audit & Accountancy	6,398	6,567	
Bank Charges	846	831	
Beach Event Expenses	1,729	16,700	
Capital Grant Costs	-388	16,854	No drawdown so no costs in 2019
CEV Beach Project exps	2,655		
Cleaning	281	248	
Closing Stock (dc)	-9,395		
Coach and Ref Courses (dc)	4,522		In Direct costs in 2018
Competition Costs inc Venue Hire (dc)	12,223		In Direct costs in 2018
Depreciation	1,108		
Direct Costs & Other Purchases (dc)	6,409	52,944	For transparency purposes we are being more specific with spending
Dormant Account Project Costs (dc)	4,650		New project for 2019
Equipment for Coaching (dc)	1,261		In Direct costs in 2018, similar to 2018
Equipment for Resale (dc)	4,747		Increased equipment purchasing led to increased income
Hardware & Technology (dc)	2,717		In Direct costs in 2018, similar to 2018
Insurance	12,543	16,089	Negotiated saving by changing broker
Intl Beach Event	65,177	0	CEV Continental Cup costs includes promotion and marketing purchases
Intl Indoor Event	17,220	0	New event at Gormanston Park
Light and heat	2,615	2,774	
Medals, Trophies, Prizes	7,474	9,598	
Memberships	2,551	2,096	
National Squad Mens	21,826	14,906	Increased activity for Mens teams
Opening Stock (dc)	12,405		
Phone Mobile Internet	2,565	10,377	Re-negotiated mobile phone contracts. Moved to an online system. 2018 inc. postage.
Photo, Video, Live Stream	3,360	1,475	Increase usage of streaming to promote Volleyball
Postage	718		Moved from P,M & I Now contact LSPs and Schools through online systems
Printing and Stationary	12,705	15,967	More efficient use of printing materials. Savings allocated to Marketing.
Referee Expenses	8,107	7,202	Small increase due to Intl Refs Course.
Rent & Rates	11,900	11,878	
Staff Salaries	220,545	175,573	Full year of GM v 75% in 2018, development officer increments
Schools & Development	16,266	19,151	
Software (dc)	2,965		Previously in direct costs.
National Squad Beach	4,871		Competition activity in 2019.
Strategy Development	331		
Training Camps	4,816		Performance Beach Camp delivered for first time
Travel Exps	10,796	6,251	
Women in Sport Project Exps	12,401	5,440	More activity within this programme versus 2018
National Squad Women & Girls	26,196	9,530	Increase activity with 3 major competitions in 2019
Legal & Professional fees	0	473	
Canteen	0	619	
Venue Hire	0	7,121	In competition costs
Total	531,714	401,398	
Net Surplus	5,995	6,215	

The key variances versus previous years in the financial statements are:

1. **International Events:** The biggest new cost has been the organising of the CEV Continental Cup which came in at 65k. When considering income this event was a break even project. The expenditure includes a range of marketing and promotional activities linked to Volleyball Development. This milestone event has taken Volleyball Ireland to the next level and we believe the investment will lead to further support from our International Federations going forward. The event generated income just over 60k (inc. Special Projects Grant) We also hosted the Friendship Tournament at Gormanston Park which cost 17k, again with income to match and a small surplus.
2. **Grants:** We've improved our performance attaining grants for Volleyball, with a combined grants income increase of 73k. The previous Women in Sport grant is winding down, but has been replaced by an Inclusion specific grant and in 2019 we were awarded 23k to fund an Aspire sports graduate for 11 months. Some project specific costs are included in other budget lines such as Travel and/or venue hire.
3. **National Squads:** the programme is expanding which is testament to the hard work and dedication of the Coaching team. Attending more competitions naturally leads to increased fundraising and costs. National Team expenditure has seen a significant increase of 25k. This is mainly due to an increase in competitions which included visits to Faroe Islands, Denmark, Italy, France, Luxembourg and Scotland in 2019. The squads remain largely self funding.
4. **Sports Coaching Services:** We have looked at some of the more commercially minded programmes that Volleyball Ireland staff deliver such as Transition Year Volley and Summer Camps in partnership with local councils. This has led to an increase in the Sports Coaching Services Income line and is a sustainable area in which we hope to grow in coming years.
5. **Competition Fees:** The introduction of the online membership portal Go Membership has improved the registration process for players and club administrators. It has also led to a re-alignment in how these funds are categorised. In the interests of transparency we have split club affiliation fees and player registration to give a clearer picture of how much each of those lines generates for Volleyball Ireland. Hence why it appears in 2019 that player registration is 33% lower and club affiliations are seven times higher.
6. **Sports Capital Grant:** In 2019 we did not draw down any Sports Capital grant funding, this is expected to return to 2018 levels in 2020.
7. **Direct Costs:** To provide greater transparency for our members we are providing more information in regards to expenditure by splitting the 'Direct Costs' line, hence the apparent reduction from 52k to 6k. Going forward this method will allow members to see which specific areas of expenditure are moving year on year. For comparison, budget lines that include (dc) would have been classed as Direct Costs in 2018. The like for like Direct Costs comparison is €44,860 in 2019 v €52,944 in 2018.
8. **Staff Salaries:** There has been a 25% increase in staff salaries. This is due to the employment of the General Manager for a full year Versus 9 months in 2018, as well as the recruitment of the fully funded Aspire sports graduate. The Volleyball Ireland staff have also been transitioned from 9 month a year contracts to full time positions.
9. **Other Costs:** We have looked to negotiate contracts with existing suppliers and you'll see decreases in expenditure for medals, mobile phones & printing. We've also moved to an online booking system for school competitions rather than laborious and expensive direct mails. This has led to a significant saving on stamps, printing and a franking machine contract. Whilst no financial saving has been made on the office printer we have renegotiated our terms and received an upgrade on our machine which has led to a better quality print product for match programmes, certificates and coaching manuals.

Audited Financial Statements - Appendix





VOLLEYBALL IRELAND
ANNUAL REPORT 2019-20

VOLLEYBALL ASSOCIATION OF IRELAND COMPANY LIMITED BY GUARANTEE T/A

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