







**What a Year.
Making History.
Together.**

**Amazing Volleyball.
Great Moments.
Incredible People.**

**Loving our Sport.
Growing Our Sport.
Moving Our Sport.**

**Volleyball.
Feel The Buzz.**

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This report covers the 2024/25 Season,
from June 1st, and the 2024 Financial Year.

1

Introduction

Some interesting stats and nice words to set the scene.

- Volleyball Ireland
- New This Year
- Important Numbers
- Message From The President

Volleyball Ireland

We are the National Governing Body of Sport for Volleyball in the 26 counties of Ireland.

Purpose

We Love Volleyball.

With passion, energy and enthusiasm – we are here to support, promote and grow our sport, and community in a sustainable way.

Vision

To be recognised as a leader in inclusion, whilst becoming the fastest-growing Volleyball Federation in Europe.

Over the next four years we will:

- Triple the number of players at all levels
- Double the number of coaches & referees
- Actively celebrate & promote our diversity



New This Year

New u18 Premier Division launched

First ever win in age group European Beach Finals as Corcoran/Davoren beat SCO

First Irish Referee to whistle in CEV Beach Final as Aurelien Gimenez takes the u22 Men's Gold Medal match

First Irish person elected to CEV Board as Clodagh Nic Canna becomes an Executive Vice President

E-Scoring Rolled out across all National League Matches

Ireland's first permanent inland Beach Courts are opened



First Beach Coach Employed



First SCA member to host European Championship Finals

Top 4 Playoffs and Grand Finals introduced



AI driven chat bot launched on website



Some Important Numbers

€1.4m

Income generated,
up 40% v. 2023

8,000

Plastic water bottles
saved during
European Champs

+417

Number of licensed
players v. 2023

83%

Of members think
we're a successful
NGB

+32%

The number of
affiliated clubs is
now 79

53:47

Ratio of female:male
players



+24%

The number of
licensed coaches



+44%

The number of
licensed referees

€42,600

Sponsorship received
for major events &
National Teams

+37%

Social Media
Followers



Message from the President

When I penned my notes for last year's Annual Report I made a call to action. A plea of support to help Volleyball Ireland deliver the u20 European Championships.

At the time I was nervous about what was ahead. The logistics, planning and organisational pressure was huge. It would be the biggest thing we've ever done.

Could we pull it off? Could we really be the first Small Country to host a European Finals? Would we get enough volunteers? Would we attract enough sponsors and sell enough tickets? There were sleepless nights.

But my God, what a show we put on.

The feedback from the CEV* was first rate. Ireland delivered a top class event. I never expected in a million years, that we'd get over 150 volunteers helping, so many businesses sponsoring and 1,500+ fans coming to watch.

I think the event showed what Ireland can achieve. What our community can achieve. I've never been prouder to be apart of the Volleyball Ireland community as I was on August 13th when the last point was won.

We did it! Thank you from the bottom of my heart.

You'd think after that, we'd rest. But no, we have too many ambitious plans to elevate our sport.

The support of FIVB** to employ two brilliant female role models in Erica and Melissa will enhance our pathway programmes and complement our existing and brilliant staff.

The new Beach Volleyball facility at the Sport Ireland Campus will be a game changer, it was incredible to see it finally happen.

If there is one thing I love most about Volleyball it's the people; our community. Being able to celebrate that at the first Nations Cup was a real highlight. What an amazing idea.

A couple of weeks ago we had the Annual Awards evening, and I have to say it was my favourite. I felt a real buzz in the room. The community feels connected in a way I haven't experienced before. I can't quite put my finger on the reason why, but I think we're doing something special. Long may it continue.

Thank you to everyone that helped us make history this year, that gave their time to the growth of our sport, and to our Volleyball family.

I'm excited for what's next.



Clodagh Nic Canna
President of Volleyball Ireland





2

Strategy

A review of our performance to date.

- Highlights and Changes
- Membership Growth
- Key Performance Indicators
- Progress So Far
- Member Survey
- Case Study

The Community, Telling Our Stories, and A Sustainable Future sections, provide more commentary on our strategic progress.

Feel The Buzz

Feel The Buzz, our strategic plan was launched in 2023 and focuses on growing a sustainable Volleyball community, with a vision to be recognised as a leader in inclusion, and the fastest-growing Volleyball Federation in Europe.

The highly detailed and comprehensive strategy includes 58 key results and well over 100 actions that will support, promote and grow the diverse Volleyball community in Ireland. There are 10 key performance indicators that will track Volleyball Ireland's success.

This section provides a summary update on our key performance indicators, top ten deliverables and key results.



Some strategic highlights:

- Inland Beach Courts opened
- Major International Event delivered
- Important international appointments
- Premier Division Grand Finals introduced
- E-Score fully rolled out

Following a mid-term review of Feel The Buzz, the Board have set the following priorities of focus for the next two years:

- Centralisation of Referee appointments
- Improvement of facilities
- Youth competitions & structure
- Performance pathway and National Teams
- Beach Volleyball programmes

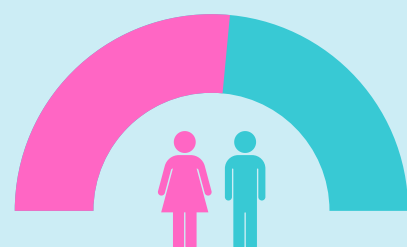
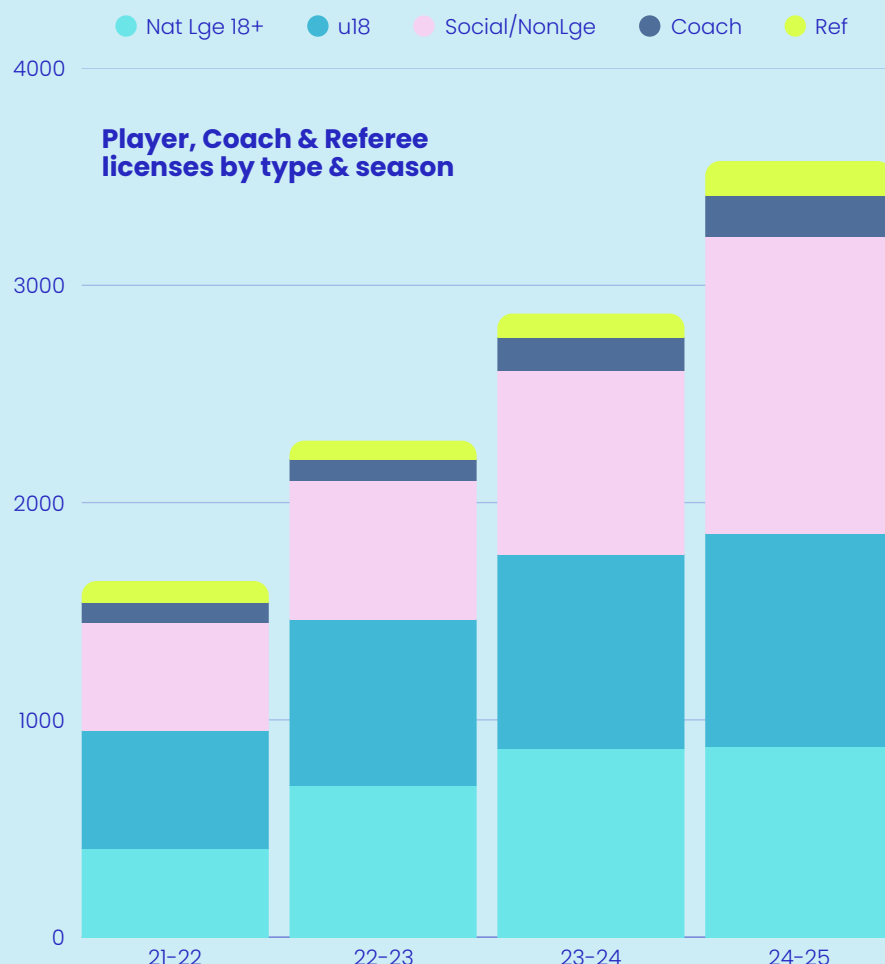
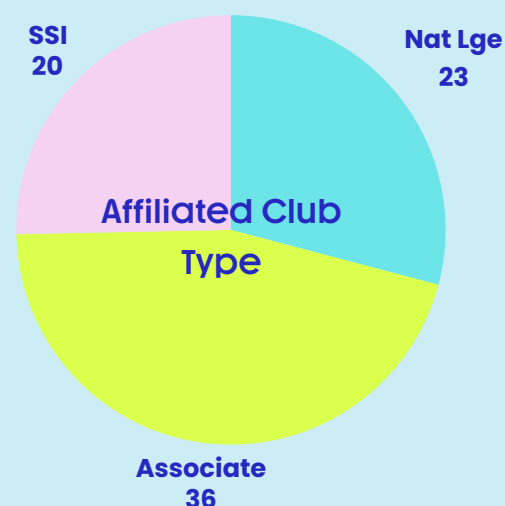


Membership Growth

Volleyball Ireland continues on a growth trajectory with a significant increase in the number of players active within the game. This is largely due to successful participation programmes and social volley promotion, but also directly linked to an expansion of competition opportunities through the Youth League as well as the introduction of the Development League.

Some key stats:

- 63% of members were born abroad
- 53% are women
- The number of Irish born players grew 21% last season
- The number of affiliated clubs has increased by 19 to 79



 The number of Irish born players increased 21% to 1130.

Whilst the number of licensed players is growing, there is work to be done ensuring all active players are captured. It is mandatory for all social/fun players to be registered by the club on JustGo.

Progress Report

Feel the Buzz has established 10 inter-linked Key Performance Indicators that are measured monthly with annual targets. These KPIs stretch across the whole organisation. This KPI scorecard uses figures from the year end, not end of season.

Three KPI targets for the end of 2026 have already been achieved. With this in mind the Board have reset targets for the Number of Affiliated Clubs, Licensed Coaches & International medals won at SCA competitions.

Scorecard

	Dec 2022	Dec 2023	Dec 2024	Target Dec '26
Licensed Players	1637	2161	2505	5000
Players Aged u18	593	864	838	2000
Affiliated Clubs	50	54	67	64 > 75
Clubs with Youth Sections	17	23	25	30
Licensed Coaches	83	133	165	150 > 225
Licensed Referees	92	99	133	150
School Entries	700	827	889	1250
Revenues	753k	994k	1.4m	€1m
International SCA Medals	1	1	3	3 > 5
Social Media Followers	11,101	14,756	20,233	30,000

At Risk

On Track

Achieved



Top 10 Deliverables

Feel The Buzz outlines 10 significant deliverables that will have a major and lasting impact on the sport. Here's a progress update:

- 1. Host a Major International Event – DONE**
2. Host a Major International Beach Volleyball Event – In Progress
3. Implement a new Coach Education Framework & Syllabus – In Progress
4. Develop 50 Outdoor Volleyball Courts – At Risk, Target reduced to 35
5. Implement Centralised Referee Appointments – In Progress
6. All National League Clubs have Youth Sections – In Progress 16/23
- 7. Sign up to the UN Sport for Climate Action Framework – DONE**
- 8. Relocate VLY to the Sport Ireland Campus – DONE**
9. Win a Small Countries Association Championship – In Progress
10. Every Club has representation on a VLY Committee – In Progress – 19/23 National League Clubs represented

Following a mid-term review of Feel The Buzz, the Board have added three more key deliverables:

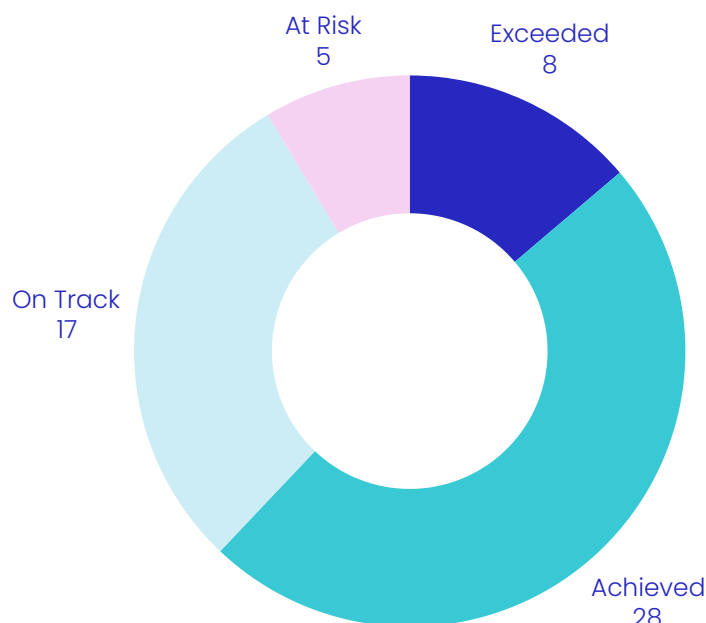
- Open a National Beach Volleyball Training Centre
- Agree a Memorandum of Understanding to develop an indoor National Volleyball Centre
- Review & re-design the Youth Competitions structure

Key Results

Feel The Buzz established 58 Key Results that are our 'hard' targets to achieve.

Around half of the Key Results have been achieved already, with 8 significantly exceeding targets set. 29% are on track, whilst 5 are at risk of not hitting targets. The 'at risk' key results include:

- 100 People with a disability licensing with Volleyball Ireland > work on this has started with Paralympics Ireland.
- 4 x Beach Volleyball Clubs are established > this is being piloted in 2025.
- 1,000+ supporters attend a Volleyball match in Ireland > this is unlikely by the end of 2026.



Member Survey

Now in it's sixth year the annual member's survey gives Volleyball Ireland's players, coaches and referees the opportunity to rate our performance as their Governing Body, and provides a chance to share ideas for improvement.

The 2025 version yielded low responses, with only 30 respondents (110 last year). It is important to note we published a strategy review survey earlier in the year with similar questions.

+48

Net Promoter
Score | up from
+37

83%

Think VLY is a
successful NGB |
up from 76%

85%

Think VLY has a
positive image |
up 2%

+7.17

Overall NGB
rating | down
from 7.28

8.17

Marketing &
Promotion
Rating | up from
7.8

7.7

Organising
Competitions
Rating | up from
7.6

7.4

Coach &
Referee
Education
rating | up from
7.2

7.6

Leadership &
Governance
Rating | up from
7.5

Key themes for
improvement include:

- The need for centralised referee appointments
- More promotion of the National League
- Better communication with all stakeholders
- Standard of facilities around the country
- More support for National teams



Case Study

u20 European Championships

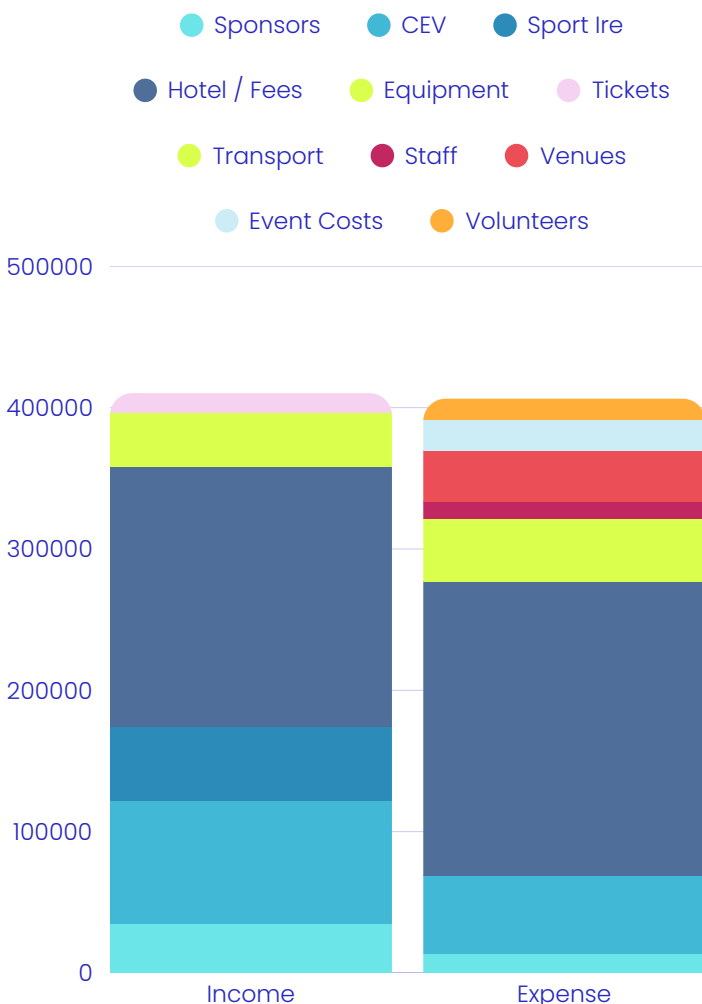


The single biggest project ever delivered by Volleyball Ireland took place in August 2024, when the u20 Women's European Championships came to Dublin.

The event was several years in the planning, and with a budget of €400k provided both organisational risk and opportunity to grow the Sport.

Key Points

- Due to a unique partnership with Fab Little Bag, the tournament was the world's first Period Supportive Volleyball event.
- Key sustainability considerations were built into the programme, such as disposable water bottles, were a first for European Volleyball.
- 112 Mikasa match balls were given to VLY clubs in lieu of Ball Crew support provided
- The event was delivered ahead of budget.
- A €32,500 Volleyball floor was donated by FIVB/CEV for hosting the event, which has had a positive impact on other VLY events.
- The CEV Supervisor provided a glowing report on Ireland's hosting of the event.



153

Volunteers supported the event

€42,600

Related sponsorship was generated

212,000

YouTube Views across 28 matches





3

Our Community

The first chapter of Feel The Buzz is 'Our Community'.

- School Aged Children, Talent Pathway Players
- National League Players, Beach Tour
- Coaches & Teachers, Referees & Officials
- People with a Disability, Third Level & University Students
- Club Leaders, Social Players
- National Team Athletes

Our Community



Our Community is everything. Our strength is our people. We aim to create an inclusive and diverse Volleyball community, where anyone who wants to play, can play.

A community where everyone feels empowered and supported to contribute and grow in their own way.

This section of our strategy focuses on the people that form our family.

Highlights

- Both Ireland Snr teams won bronze medals in the 5-Nations – with the Men’s win over Northern Ireland their first for 22 years.
- Record numbers of Coaches & Referees are now licensed as participation continues to grow.
- The Premier Division playoffs kept teams fighting until the end
- The Nations Cup really brought our community together to celebrate our diversity and our sport.

3024

Players have a license – up 16%

79

Clubs affiliated – up 32%

+44%

Licensed Referees, up to 159!





School Aged Children

Season 2024-25 witnessed an expansion of U16 Boy & Girl leagues to now include U18 Premier and Division 1 Girls as well as U18 Premier Boys. The addition of U18 to U16 now provides a clear pathway for youth to compete from U14 Blitzes and remain within leagues until adulthood.

School Volley continues to grow and innovate. New programmes like Smash Volley have been presenting even younger kids with opportunities to fall in love with volleyball earlier.

Talent Pathway Players

Ambitious plans for the pathway were to push both numbers and training regularity.

With the aim of equipping athletes better for youth national teams, the Regional Development Centre's increased from 2 to 4 centres. Seeing an increase from 74 to 89 athletes. However, trainings increased from 5 sessions to 20 sessions. With a focus split between S&C and ball training.

In addition to National Team weekends, Youth National Team players received 14 mid-week training sessions focusing on individual improvement, technical skills and S&C education.

Doubled

Number of youth leagues went from 4 to 8

970

Teams played in School Competitions - up 119

37

Coaches took part in SmashVolley training - a new youth programme

89

Players aged 13-15 in the Regional Centres

46

Youth National Team players took part in mid-week sessions

2

New pathway coaches employed in Mel Cupples (Beach) and Erica Fatini



National League Players

The curtain came down on a hugely successful National League competition for 2024/25. With the reintroduction of play-offs in a number of divisions, a new play-off weekend proved a successful concept, with the winners advancing to the end of season Grand Finals.

The introduction of e-scoring in the top three divisions was massively beneficial in further automating the reporting of the game to a wider audience.

A new Division 3 Regional League drew together teams from across the country, culminating in the best eight teams playing off for glory.

Moving the Cup Finals to Limerick was beneficial in promoting the sport outside Dublin.

100

Teams took part in the Adult leagues

Playoffs

kept teams fighting til the end of the season

E-Score

Fully adopted

Beach Tour Players

The 2024 summer weather played ball and allowed for a full programme of beach tour events to take place across the country, including a new event at Inchydoney.

A new cohort of referees also joined the tour, and new Cup and Shield formats ensured that every team on the day found their level and played against similarly skilled teams.

As we now look ahead to 2025 and build on the successes of last year, the new Beach Facility at Blanchardstown will allow a significant uplift in our competition offerings, with something for everyone to enjoy.

182

Players took part in the Beach Tour – up 43% on last year

0

Events were cancelled due to weather

1

New facility will enhance the offering for 2025



Social & Recreational

Social volleyball memberships continue to increase at a rapid rate. We have recorded a 91.4% jump in registrations over the past 24 months as current licence numbers now exceed 1500.

New Play Volley club summer events were developed for recreational activity and club fundraising opportunities

The VLY. Annual Masters tournament saw a return to play for the first time since the Covid 19 pandemic. The event holds as an important place within our strategic objectives, as we strive to provide Volleyball for Life opportunities.

1501

Players with social volley licenses

Masters

Is back to stay!

4

Clubs were supported to organise social events as fundraisers



Coaches & Teachers

Strategic targets for 2026 have already been exceeded as coach licences increased 94.8% over a two-year period.

Volleyball Ireland was successful in applications to host 2 x FIVB international courses in 2025.

We have continued to focus resources that will help raise awareness and provide knowledge for youths in school and university settings. Over 1000 students took part in educational courses this academic year.

189

Licensed Coaches which is up 36 or 24%

41

Irish coaches registered for upcoming FIVB Courses

191%

Increase in TY students completing the student education course over the last 2-years



Referees & Officials

A new preseason Referee Workshop was rolled out prior to the 2024/25 season. This annual workshop provided clarity on new rule changes or uncertainties ahead of each season.

A new Referee Pathway was developed with clear guidance on how to obtain a status at each level. The pathway goal is to create quality referees through a fair and transparent system, with continuous practice a key theme.

Aurelien Gimenez was first Referee in the Men's u22 Beach Volleyball European Championship Final and achieved sign off on his International status.

Giordano Dos Santos became the first Irish referee to officiate at a European Championship Finals.

72%

Increase in Licensed Referees!

28

Assessments delivered over the season.

2

Referees officiated at European Championship Finals



University & Third Level

Volleyball Ireland partnered with Student Sport Ireland (SSI) to enhance the competition playing opportunities and experience for both participation and performance players.

The SSI Cup finals were added to the VLV's Final Weekend programme. VLV provided competition software and support for intervarsity event in Carlow aiding to elevate experiences once again..

Our third level Energisers Programme was boosted with a final event day in Dublin and in a bid to support our beach players, we took the lead on organisation of the Beach Varsities to launch the new inland courts.

Finally, an information booklet was released providing guidance for young volleyballers around scholarships available in Ireland.

15

Irish players on scholarships

20

Universities or Colleges now affiliate to Volleyball Ireland, up 4.



People With a Disability

Volleyball Ireland staff have met with Paralympics Ireland to begin the process of becoming an affiliated member and to develop an action plan on sitting volleyball programmes in Ireland.

Our work with the Irish Special Schools Sports Council continues to be a focus each year as we introduce indoor and beach volleyball annually to children with Intellectual disabilities.

Additional funding was secured from Sport Ireland to develop this work.

€40k

Funding secured from Sport Ireland



Key Partnerships

Club Leaders & Volunteers

The Club Development Programme was launched back in November 2024 in partnership with Geoff Wilson consulting. Clubs were tasked with creating strategic plans that focus on developing the areas of Governance, Branding, Technical & Income Generation.

The Nets & Posts scheme was once again provided to the clubs in Q3, 2024. During Round 1, a total of 6 clubs applied and received equipment. Round 2 applications were received in April 2025, and decisions are pending.

Partnerships with Naas, Santry, Dalkey Devils, Balbriggan, Galway, Impact Macroom, and Ballymun Patriot led to the distribution of match balls in lieu of helping deliver the u20 European Championships.

7

Clubs have submitted strategic development plans

€11,862

Worth of post equipment delivered to clubs in Q3

112

Mikasa match balls given to clubs

National Teams



Senior & u22 Men

Head Coach – Andrei Molnar

Ireland's Snr Men recorded their first competitive win in 22 years, when they came from 2-down to beat Northern Ireland in the 5-Nations, to take bronze.

Both the Snr and u22 teams had memorable wins over Poland in the Nations Cup.

A young team preparing for the u22 CEV qualifiers were comfortably beaten by Northern Ireland in the St. Patrick's Challenge, 3-0.

Captain Jerry Obiekwe signed for Italian team Cassano, whilst Lachlann Donnelly & Aiden Grace secured scholarships to the USA. Peter McGlynn and Patrick Cawley will play in Slovakia next season.

The Snr. Men go to San Marino for the Small Countries Association Championship in June, whilst the u22s head to Georgia to face France, Luxembourg and the hosts.

u20 Men

Head Coach – Alessandra Trio

Due to change in the SCA programme the u20 group were left without competition. One competitive match with Northern Ireland ended in a 3:2 defeat.





Senior Women

Head Coach – Mark Delahunty

Ireland's Snr Women recorded two comfortable wins over Northern Ireland in the 5-Nations to take 3rd place after taking sets off Scotland and England earlier in the competition.

The St. Patrick's Challenge match with Northern Ireland was trickier with a young team rallying from behind to win in the tie break.

The Women's team are on home soil for their year's SCA Championships hosting San Marino, Iceland, Scotland and Northern Ireland.

Opposite Emma Byrne won a National League All Star.



u22 Women

Head Coach – Edyta McMullan

The u22 Women are preparing for the CEV qualifiers after being handed a tough draw against European Champions Turkiye, Norway and hosts Spain. The squad had a positive week long camp in Poland to prepare, with local professional clubs talent spotting some youngsters.

The team has been training weekly in Dublin, with weekend sessions each month.

Graham Bell led this age group in last year's European Championship Finals where the squad came up against Italy, Poland, Ukraine, Serbia, Portugal, Finland and Czechia. Whilst each game was lost 3-nil there were numerous positives especially out of system and in defense.



u18 Women

Head Coach – Matt Hanlon

Matt's youngsters (born 2008+) played out a thrilling final match in the SCA Championships, narrowly losing to Northern Ireland 19-17 in the tie break.

The team were severely hampered by injury and availability issues. Earlier in the competition they beat Monaco and just lost out to hosts Malta.

Jaime Tanner and Gabi Smolen had excellent tournaments.

Beach

Head Coach – Melissa Cupples

Youth National teams were active on the sand with Liam Corcoran and Ciagan Davoren winning a key match with Scotland to finish in joint 25th in the u22 European Championships. It was the first time an Irish time had won at that level, and competed in the main draw.

Fiona Lamont and Lara McNichols finished 4th in the SCA Championship in Scotland whilst youth teams competed in the NEVZA Championships and u18s in Madrid gaining valuable experience.



Commission

The HP Commission has been hard at work reviewing the pathway structure and securing additional supports for the programme, including the provision of a Head Athletic Development Coach (Maja Ban) and S&C App that all players can access. BallTime was introduced for video analysis and has been huge success.

A Team Ireland NT weekend was held in Co. Meath for all players.



4

Telling Our Stories

Key results and initiatives delivered for this marketing & promotion chapter of Feel The Buzz.

- Marketing & Promotion
- Major Events
- Connecting with our People

Telling Our Stories



This section of Feel The Buzz intends to connect and engage people with volleyball by showcasing the brilliance of our game to new audiences. Our aim is to raise the profile of the sport and increase participation.

Major events and enhanced domestic finals will bring Volleyball to a new level.

Highlights

- We became the first member of the Small Countries Association to host a European Championship Finals, when the CEV u20 Women's Volleyball Finals came to Dublin.
- Over 1,500 people came to watch Volleyball live during the Championships.
- The VLY YouTube channel had over 2.5m impressions and 42,000 hours of content watched.
- Creative content and innovative concepts such as the National Team jersey reveal helped tell our story.



2.3k

New YouTube Subscribers

45%

Increase in Instagram Followers

2.83m

Views on Instagram posts in 2024, up 1400%



Marketing & Promotion

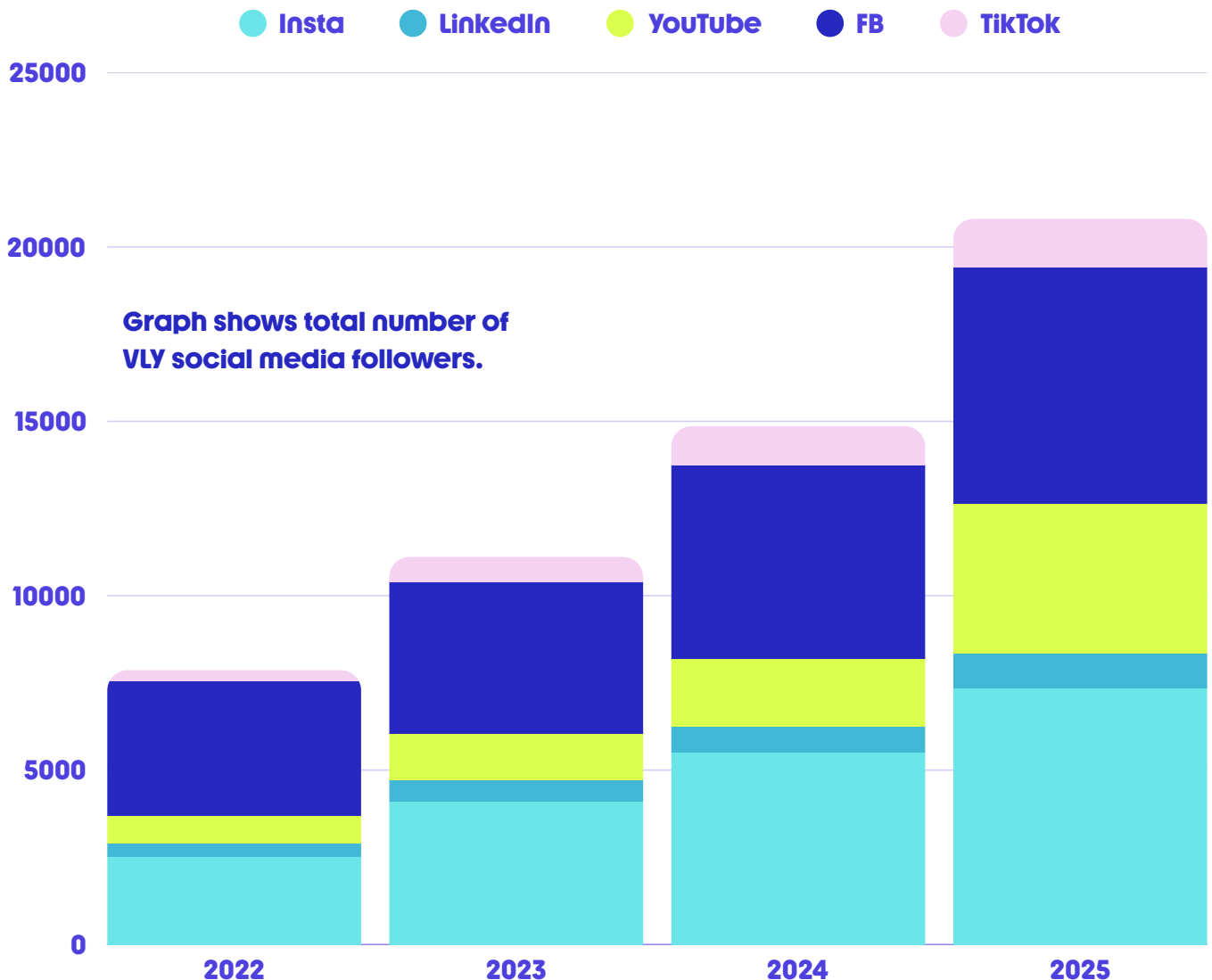
Online engagement grew significantly, largely due to hosting the European Championships. This event helped Volleyball Ireland attract a significant number of non-followers to our channels, especially YouTube.

A content partnership with Sport Narrative has helped promote flagship events such as the new Nations Cup in an innovative and engaging way, particularly on Instagram which continues to grow at a rate higher than most National Governing Bodies.

The National Team kit reveal was especially unique.

Digital Channels

+37%





Major Events

Hosting major events such as the u20 Women's European Championships has helped raise the profile of the sport, getting more people talking about Volleyball and attending live events.

There is a look and feel to VLY events with giveaways, the Buzz mascot, consistent play lists and set break entertainment ensuring a fun day out for all fans.

Despite moving the Cup Finals to Limerick, the event still had the hallmarks of the VLY brand. This is important to retain spectators.

1500

Individuals bought tickets for VLY events this season



Connecting with our People

The Volleyball Ireland Board ran a number of projects to engage with members this season, including a Town Hall in regard to potential constitution changes, a facilities audit, and a survey to review the progress of Feel The Buzz.

Summary Board Meeting minutes were published for the first time.

The annual member survey again yielded positive scores, but a low response.

The annual awards evening attracted a record number of guests.

253

People attend Awards Evening

90%

Of members think VLY has a positive image



5

A Sustainable Future

Key results and initiatives delivered for this chapter of Feel The Buzz.

- Sustainable Growth
- Accessible Facilities
- Purposeful Impact

A Sustainable Organisation



Introduction

Our communities growth should be underpinned by a progressive organisation that leads in a sustainable way.

The Board and employees of Volleyball Ireland are motivated to leave Volleyball Ireland in a stronger placed than we found it.

This section of the strategy focuses on generating sustainable revenues, working to develop facilities, and our wider work contributing to the UN's Sustainable Development Goals.

€42,600

In Sponsorship Revenue Generated

+20%

Increase in Online shop sales

The First

Inland Beach Volleyball Facility built!



Sustainable Growth

To continue our participation and performance growth trajectory we must generate new and sustainable revenues that can be invested in the sport.

2024 has been a marquee year in that regard as sponsorship income to support the u20 European Championships has demonstrated there is an appetite for commercial partners to collaborate with Volleyball Ireland.

Searing Point Wealth Management were the main sponsor of the European Championships and the u20 Ireland team, and our sincere thanks go to Patrick Thorpe and his team.

An innovative retail partnership with 'Sleek n Easy' has helped generate new income, point of sale consoles at events have helped sell more shop stock and more commercially minded online campaigns such as 'Black Friday' have also helped grow sales.

€42,600

In total generated from sponsors

€113,000

Secured from FIVB for 2025 to employ coaches

40k

In Online Shop Sales up 20%



Accessible Facilities

A club and community facilities audit was carried out to understand the needs and opportunities within our clubs. Unfortunately, only 6 member club replied. This data is useful to formulate strategic applications to the Government's Sports Capital Fund.

The Net & Post Scheme was re-opened with over 12k of equipment supporting our clubs.

In a historic move, Ireland's first permanent inland Beach Courts were opened in partnership with the Sport Ireland Campus.

1st

Permanent Beach Courts Open



Purposeful Impact

Our sustainability agenda was enhanced this season, with the u20 European Championships becoming the first European Volleyball event to use recyclable bottles for players – typically disposable plastic bottles would be mandated. Volleyball Ireland's solution saved the disposal of around 8,000 x 500ml plastic bottles.



8,000

Plastic water bottles saved

Thank You To Our Sponsors & Supporters



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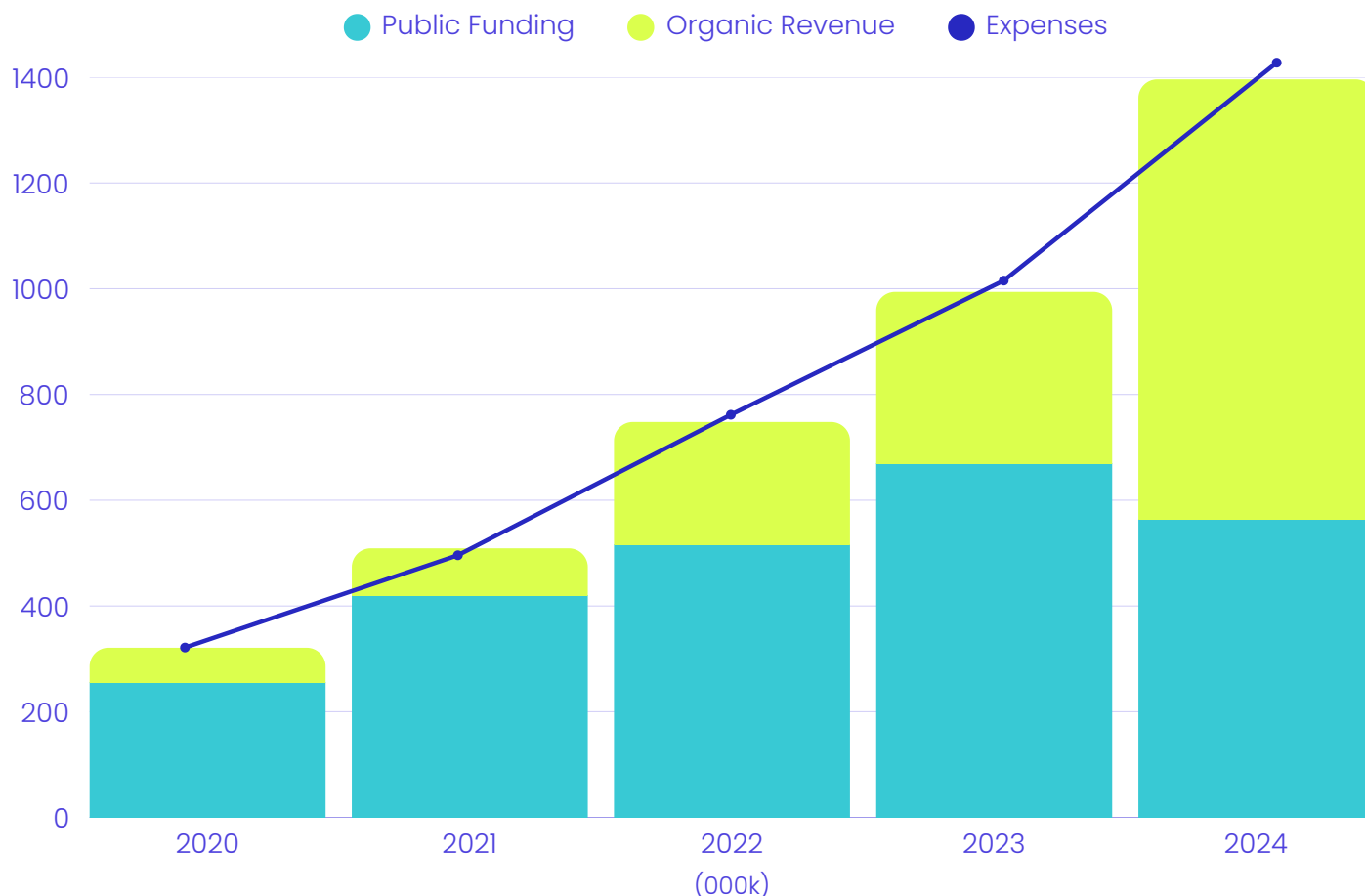
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Finance Report

Check out the finances, and what was spent where. The audited accounts are an appendices.

- Income & Expenses Report
- Balance Sheet Analysis

Finance Report



Introduction

Volleyball Ireland achieved record growth in 2024, with revenues rising by over €400k to €1.396m, more than double and triple the figures from two and three years ago, respectively. This growth was driven primarily by hosting international events, including the U20 Women's European Championship.

Expenditure increased in line with revenue, resulting in a modest deficit of €21k, up €8k from 2023. This loss, slightly above budget, was due to a change in accounting treatment for staff bonuses, aligning with accrual principles.

Strategic efforts to diversify income have reduced reliance on public funding. Non-public income grew by €500k, including €200k from international team fees, a 20% increase in shop revenue, and €40k in new sponsorships.

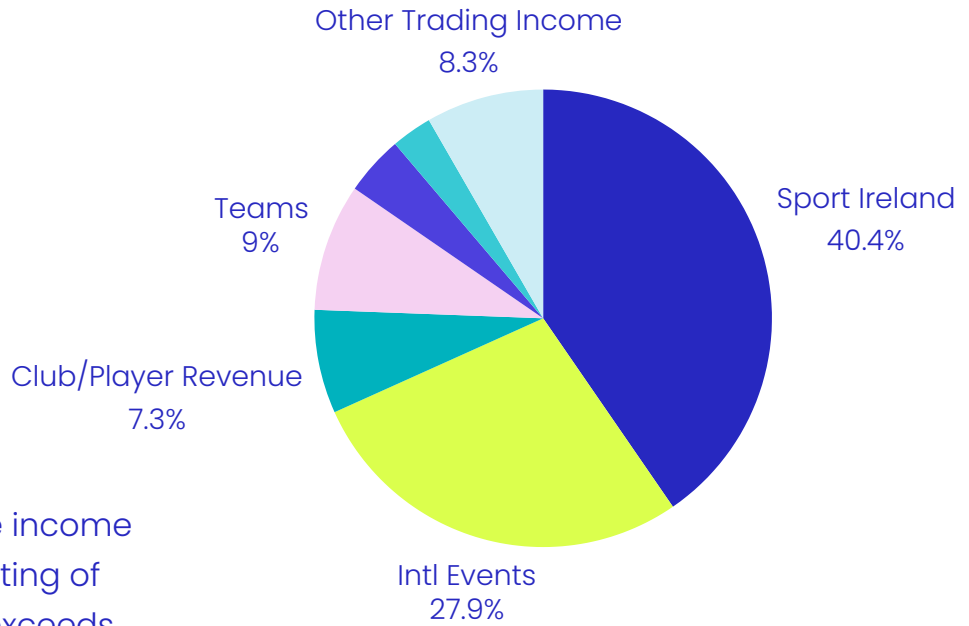
Volleyball Ireland also acquired a €32k GerFloor court from CEV/FIVB, adding long-term value to the balance sheet. Cash reserves declined as previously awarded grants were drawn down to support ongoing projects.

Income Report

Total Income

€1,396,393

Up 40% from €994,719 in 2023 the income increase is largely due to the hosting of major international events, and exceeds €1 Million for the first time.



Key Income Sources

- Sport Ireland Grants = €564,147 (40% of total), Core Grant: €260,000 (unchanged from 2023), Inclusion & Volunteer Grants: €150,534, (Dormant Accounts: €87K + Volunteers: €63K) — up 23%, Women in Sport: €81,879 (down due to reduced special grants), COVID Restart Grant: €32,684 (↓ €110K from 2023), Dept. Sport Capital Grants: €0 (↓ €60K from 2023).
- Trading Income = €832,246 (60% of total, up 156%), of this International Events: €389,174 (new in 2024, from U20 Euros), Squads & Competitions: €125,705 (National squads, entry fees, coaching courses), Club/Player Revenue: €102,280 (registrations, affiliations, equipment sales), FIVB Grants: €37,559 (↑ 183%).
- Other Notable Income includes Donations/Contributions: €40,255 (equipment, patron support), and the Sport Ireland "Her Moves" Programme: €11,050 (new in 2024), and partnering on the CEV Erasmus Project (24k). Staff delivery of TY programmes doubled income to 26k.

Key Takeaways

- Event-Driven Growth: €389K from international events (U20 Euros & SCA Qualifiers) fuelled the surge.
- Grant Shifts: Sport Ireland funding dropped 16%, but new grants (Inclusion/Volunteers) offset losses.
- Commercial Strength: Trading income more than doubled, showing sustainable revenue streams.
- Community Impact: Club fees (€51K registrations) reflect grassroots engagement and participation growth.



Analysis of Income

Public Bodies Income	2024	2023	Variance
Sport Ireland Core Grant	260,000	260,000	-
Sport Ireland Special Projects	25,000	3,776	21,224
Sport Ireland Dormant Accounts Inclusion Grant	87,063	70,718	16,345
Sport Ireland Dormant Accounts ASPIRE	3,621	22,999	(19,378)
Sport Ireland Dormant Accounts Volunteers grant	62,850	-	62,850
Sport Ireland Women in Sport Grant	80,233	59,871	20,362
Sport Ireland Women in Sport Special Grant	1,646	44,242	(42,596)
Sport Ireland International Events Support	-	5,475	(5,475)
Sport Ireland COVID Restart Grant	32,684	142,637	(109,953)
Sport Capital Grant Programme	-	59,776	(59,776)
Sport Ireland Her Moves	11,050	-	11,050
	564,147	669,494	(105,347)
Trading Income			
Beach tour events	4,869	2,969	1,900
Annual awards and events	8,286	8,215	71
Club affiliation fees	13,766	12,025	1,741
Coaching and referee courses and registrations	20,457	18,830	1,627
Competition entry fees	14,909	12,303	2,606
Grants FIVB	37,559	13,265	24,294
International events income	389,174	-	389,174
National squads income	110,796	98,218	12,578
Other grants	21,030	18,720	2,310
Other income	-	330	(330)
Patrons of development	1,187	144	1,043
Equipment sales and online shop	35,851	29,835	6,016
Player registration fees	51,637	41,717	9,920
School entry fees	29,874	24,717	5,157
Skill development centres	26,313	31,362	(5,049)
Staff coaching services Income	26,283	12,575	13,708
Contributions & Sponsorship	40,255	-	40,255
	832,246	325,225	507,021
Total Income	1,396,393	994,719	401,674

Expenditure Report

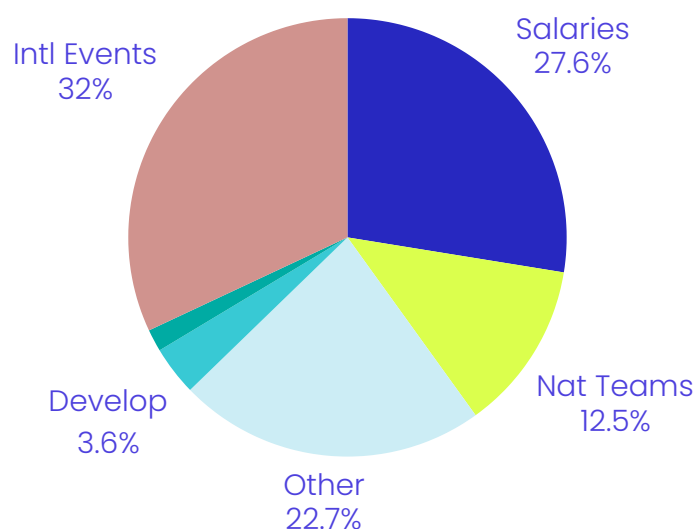
Total Expenditure

€1,417,447

Up from €1.01 million in 2023 – an increase of €410,420, largely due to hosting major international events and increased investment in staff and development.

Key Expense Areas

- Staff Costs – €390,583 > Up from €301,770. Funded partly by new grants (FIVB, Inclusion, Volunteers, Core). Includes updated bonus system.
- National Squads – €177,268 > Increased player fees and training due to extraordinary programme.
- Youth & School Development – €51,558 > Covers costs for youth training and the TY Volley Programme.
- International Events – €453,227 > Major spike due to hosting the U20 Women's European Championships. Covers accommodation, travel, branding, and logistics. Also includes smaller events like the St. Patrick's Challenge.
- Marketing & Promotion – €23,241 > Primarily related to event storytelling and communications.
- General Operations – €323,387 > Includes all other operating costs not listed separately.



Key Takeaways

- Major Investments Paid Off – 32% (€453K) went to hosting Intl events – landmark events that boosted Ireland's profile in international volleyball.
- People First – 28% (€391K) on staff costs, ensuring qualified coaches, admin, and support for athletes—enabled by increased grant funding.
- Youth & Squad Growth – 13% (€177K) on national squads, including the U20 Girls' team competing in Europe. 4% (€52K) on school programs like TY Volley, growing the sport at grassroots level.
- Efficient Spending – Only 2% (€23K) on marketing, yet events succeeded due to organic engagement and partnerships. 21% (€322K) covered essential operational costs (travel, logistics, etc.).

Analysis of Expenditure

	2024	2023	Variance
Expenditure			
Staff salaries	390,583	301,770	88,813
Staff pensions	4,058	3,246	812
Staff training and travel expenses	5,690	5,224	466
Board and commissions	9,798	-	9,798
Club leaders	8,971	-	8,971
Third Level college and education	771	-	771
Postage, printing and stationary	8,345	10,615	(2,270)
Telephone	8,626	6,180	2,446
Software	12,506	9,061	3,445
Auditors and accountancy	5,962	5,823	139
medals and trophies	3,544	13,408	(9,864)
Bank charges and forex losses	1,951	776	1,175
Cleaning	4,242	-	4,242
Rent	13,290	8,502	4,788
General office expenses	2,457	7,358	(4,901)
Direct costs	11,073	3,893	7,180
Volunteer Coach Expenses	14,750	-	14,750
Depreciation	2,684	563	2,121
Beach events expenses	9,829	11,040	(1,211)
National squads	177,268	148,648	28,620
Coach and referee courses	14,707	8,708	5,999
Competition expenses	26,315	22,491	3,824
School and development costs	51,558	34,658	16,900
Referee expenses	13,823	12,556	1,267
Skill development expenses	31,648	43,104	(11,456)
Insurances	19,453	17,868	1,585
CEV grant costs	-	249	(249)
Sustainability project	1,742	3,552	(1,810)
Sport Ireland Capital Grant costs	183	71,645	(71,462)
Sport Ireland Dormant A/Cs Inclusion project costs	6,685	7,527	(842)
Sport Ireland WIS Special project costs	1,646	44,242	(42,596)
International events costs	453,227	5,577	447,650
Sport Ireland Special Projects costs	25,000	3,776	21,224
Equipment for resale	29,515	22,605	6,910
Sport Ireland WIS costs	-	29,587	(29,587)
Marketing and promotion	23,241	138	23,103
Sport Ireland COVID Restart costs	-	142,637	(142,637)
Kit and Clothing	22,306	-	22,306
	1,417,447	1,007,027	410,420

Balance Sheet

Total Net Assets: €104,504
(Down from €125,558 in 2023)

Reserves Decline: €21,054
(Expected due to level of activity in 2024)

Balance Sheet Summary	2024	2023
Fixed Assets		
Tangible Assets	37,571	-
Current Assets		
Stocks	34,839	37,019
Debtors & Prepyaments	222,225	148,425
Cash & Equivalent	195,596	374,016
	452,660	559,460
Creditors due within 1 year	-385,727	-433,902
Net Current Assets	104,504	125,558
Total Assets Less current liabilities	104,504	125,558
Capital and Reserves		
Income & Expense Acc	104,504	125,558

Major Changes vs. 2023

Assets:

- Tangible Fixed Assets: €37,571 (New in 2024, from donated equipment e.g. Floor)
- Trade Debtors: €136,291 (↑ €26K, due to unpaid Dept Sport/CEV grants)
- Cash at Bank: €195,596 (↓ €178K, spent on European Championships)

Liabilities:

- Trade Creditors: €53,593 (↑ €15K, unpaid hotel bills for events)
- Deferred Income: €302,271 (↓ €82K, as grants were utilised)
- Accruals: €22,545 *(↑ €18K, staff bonuses paid post-year-end)*

Key Takeaways

Strategic Spending:

- Cash reserves dipped to host the European Championships, a high-impact investment.
- New assets (€37K) from donations (e.g., GerFloor court) boosted infrastructure.

Grant Dependency:

- €52K overdue from Dept Sport (Sports Capital Programme) expected in 2025.
- Deferred income fell as grants (Diversity, Her Moves, COVID) were spent.

Operational Health:

- Low debt risk: Creditors (€54K) and taxes (€7K) remain manageable.
- Reserves decline justified: Hosting a major event outweighed short-term costs.

The Bottom Line - "Investing in Growth"

The balance sheet reflects a temporary dip in reserves due to the European Championships, but critical investments (hosting, youth teams, infrastructure) position Volleyball Ireland for long-term success.



7

Governance

The exciting part! This chapter provides some important information on Board activities.

- Board Activities
- Ad hoc Governance information
- Risk Management
- Board Members
- Staff

Corporate Governance



Volleyball Ireland is the Governing body for the sport of Volleyball in the 26 counties of Ireland.

In summary, the organisation's core work is to organise a range of competitions and programmes to grow participation in the sport, leading to an improvement in National team performance in both Volleyball and Beach Volleyball formats of the game.

As the National Federation, we are affiliated to the Confederation de Europeene Volleyball (CEV), Federation de Internationale Volleyball (FIVB), Olympic Federation of Ireland (OFI) and are members of the Federation of Irish Sport, as well as being a Sport Ireland funded body.

Our members are our clubs that compete in the National League.

Overview

Legal Name: Volleyball Association of Ireland, Company Limited by Guarantee

Trading Name: Volleyball Ireland

Registered Office: Unit 1, Sports HQ2, Sport Ireland Campus, Dublin 15

Website: volleyballireland.com

Principal Bankers: Bank of Ireland, Ballsbridge

Auditor: Noel Delaney Audit & Advisory

Company Number: 317399

Directors:

President (Chair): Clodagh NicCanna, VolleyPros

Vice President: Regina Halpin, UCD

Hon. Secretary: Jordan Donnelly, Trinity College

Ordinary: Elisabeth Rae, Net Force

Ordinary: Gavin Dredge

Independent: Patrick Murphy (joined January 2024)

Co-Opted: Lochlann Walsh

Chief Executive: Gary Stewart

The Board

The Volleyball Ireland Board has gender balance with a 57:43, Male:Female split of Directors. Volleyball Ireland were one of the first National Governing Bodies of Sport with gender balance on their Board.

Jordan Donnelly was elected as last year's AGM, as were Gavin Dredge and Elisabeth Rae, who were co-opted to fill casual vacancies before that.

Meetings

The Board met formally seven times since the last AGM, that was held in June 2024, and other ad hoc project specific meetings. Overall, the board had an 98% attendance rate which is up from 88% on last year.

Chief Executive, Gary Stewart handed in his resignation in April 2025 and will serve a 3-month notice period until early July. The CEO reports to the Board and sits in on Board Meetings in a non-voting capacity.

Gary attended 7/8 Board Meetings since the last AGM and was absent when his performance and remuneration package was an agenda item. He did not attend the emergency meeting that was established to discuss his resignation from the role.

Board Member Selection

The Board can be composed of between six and nine Directors, of which two must be Independent and recommended by a Nominations Committee. The Nominations Committee is currently comprised of President Clodagh NicCanna and two non-board or staff members. The Board can co-opt up to two Directors based on a skills gap analysis of the Board. All other Directors are elected by the Membership at an AGM or EGM.

Substantive Board Decisions 2024/25

Since the 2024 AGM the board has made the following substantive decisions:

- Approval of new remuneration package for the CEO and staff
- Approval of various tenders related to hosting the u20 Women's European Championships
- Approved the 2025 budget
- Approved the nomination of Gary Stewart to stand as President of the Small Countries Association
- Signed an updated Sport Ireland Governance Code Assurance Statement
- Approved proposals for constitutional change at the upcoming AGM
- Approved the appointment of a recruitment agency to handle the recruitment of a new CEO
- Approved the application to host the Senior Women's SCA Championship and the u19 SCA Beach Championships
- Approval of Elisabeth Rae as Chair of the Audit & Risk Committee
- Approval of new commercial insurance providers
- Approved player registration fee price increases

Board Member Induction & Training

Volleyball Ireland have developed a robust and in-depth induction programme which includes 1v1 meetings with staff, Commissions and fellow Directors, as well as formal training from external industry experts on the principals of Good Governance and the Role of a Board Member.

Upon joining the Board all Directors must sign a Letter of Appointment detailing their roles and responsibilities, and take part in a Role of the Board Training session. A calendar of training opportunities is provided related to a skills self-assessment that each Board Member completes. This method will be replicated with Commission members ahead of the new committee cycle.

Board Effectiveness

In late 2023, the Board commissioned an independent Board Effectiveness Review. Industry expert Adrian McCarthy carried out a comprehensive project that made a number of recommendations, including a reduction in the frequency of Board meetings, more weight placed on the expert Audit & Risk Committee and more in-person meetings.

In summary, the report concluded that Volleyball Ireland (VLY) is a successful and effective Type-B national governing body (NGB) (as defined by Sport Ireland), overseen by accomplished Board members from diverse volleyball and non-volleyball backgrounds.

The full review can be found here ([link to website](#)).

Compliance Audit

In the Summer of 2023, Volleyball Ireland underwent an external Sport Ireland 'pulse audit', to assess the current levels of governance and financial oversight.

The audit, carried out by KOSI, was positive with Volleyball Ireland found to have substantial compliance with the Governance Code. Substantial compliance is the 4th highest rating out of 5, and is defined as:

Key controls exist but there may be some inconsistency in application. Compensatory controls are operating effectively. Assurance can be given that the system will achieve its objectives safely.

The Sport Ireland audit recommended that consistency of term lengths is applied for Directors. The Board have proposed adopting this amendment at the 2025 AGM.

The Role of the Board

The Board of Volleyball Ireland meets regularly to provide strategic leadership to the Company, exercise effective control over the organisation, and monitor executive management and performance.

The Board is in a transition from executive to non-executive with several Directors supporting the organisation operationally through the commission structure.

It comprises nominees of the Membership, through election, co-option by the Board and independent Directors. The primary responsibility of all Directors is to always act in the best overall interest of Volleyball Ireland.

Some Board Members will hold portfolios and act as the accountable person for delivery of each Commission and Board Sub-Committee operational plans. Directors can hold multiple portfolios.

Conflict of Interests

The board has a conflict of interest and loyalty policy whereby each Director must declare any potential conflicts of interest and/or loyalty by written statement at the start of each year.

Any board meeting agenda items which may raise a conflict are recorded in the minutes at the start of each Board Meeting. Conflict of Interests 2024-25: Nil.

The Conflict of Interest and Loyalty policy was reviewed and amended in 2023, in line with Sport Ireland Governance Code recommendations. The next review date is October 2025.

Governance Code

In December 2020, Volleyball Ireland adopted and is compliant with the Sport Ireland Governance Code as a type B organisation. The Code includes the adoption of 64 different actions across five principles of good governance.

The Board completes an annual statement of assurance of compliance with the Sport Ireland Governance Code. In 2024, the only outstanding action was the delivery of a clearer calendar of Board training, as well as the full training of the Company Secretary.

Decision Making

In summary, the Board control and govern the organisation. Strategic powers are distributed to the Commissions or Board Sub-Committees. Where necessary, Commissions may establish sub-committees to oversee competitions or specific tasks.

Staff are assigned to the day-to-day operations of the company, helping and supporting Commissions and Sub-Committees to carry out their functions. In short, the Board through the Commissions set the strategic direction for the company, and staff are tasked with ensuring its delivery.

Anti-Doping

It remains a condition of an adult player's registration to play in the National Leagues that each completes Sport Ireland's anti-doping information module and we remain one of the few NGB's who insist on doing so. No Anti-Doping testing was carried out at any Volleyball Ireland events, or out of competition.

All National team players have completed the FIVB PlayClean online course as well as Sport Ireland's module.

Garda Vetting

Over the last 12 months, VLY successfully processed 178 Garda Vetting applications, this is almost double that of two years ago. The processing time and workload involved in managing GV is increasing, and it's worth noting that other NGBs charge an administrative processing fee.

VLY's Garda Vetting processes have been audited twice, with positive reviews.

Remuneration

Any alterations to employee remuneration is advised by the HR & Remuneration Committee, which is chaired by an Independent expert in this field. Staff salaries are reviewed annually. There is a KPI based bonus available for staff. The Board ratify any decisions in this regard and at the end of 2024 approved new remuneration packages for staff.

Committees and Commissions

As well as sport focussed Commissions (Competitions & Development, Education & Training and High Performance, the Board has established, several Sub-Committees to focus on the business side of the organisation. Like the Commissions, each Committee has a board member representative and supporting staff member.

Following a review by the Board, current sub-committees such as the National League Management Committee, and the Referees Management Committee, will become full Commissions.

A new induction and training programme, as well as a strengthening of our governance arrangement relating to Commissions and Committees will be introduced fully in 2025. This will include term limits, effectiveness surveys and letters of appointment for each Committee. The system will replicate the arrangements for the Board.

Performance Management & Reporting

Volleyball Ireland's Performance Management and Reporting system are aligned with Performance objectives established for staff at the start of the year.

Monthly Activities Reports relate to these objectives. Board Meeting papers are typically circulated 7 days in advance of Board Meetings and include updates from Commissions, staff and Management Accounts.

Each staff member takes part in an annual performance review, with weekly 1v1s. The President acts as the line manager to the Chief Executive.

PADACC

The Protests, Appeals, Disciplinary and Complaints Commission was formed in 2022 to give a more consistent and independent approach to handling disciplinary issues. During the season 7 protests were received which is one up similar to last season. One protest was upheld before a Panel was called, and another was rejected.

Three protests were rejected by the independent panel, one of which was taken to appeal, which was then rejected. One protest was upheld. The final protest was not complete and timed out.

Due to the extensive time, both for staff members and volunteers to process and manage the PADACC system, a new pricing system will be applied from August 1st. PADACC protests will be charged at €150, of which €100 is refundable if the protest is successful. An administrative fee of €50 will be retained by Volleyball Ireland. Any appeal will be charged at €100, which is fully refundable if upheld.

International Representation

In August 2024, Clodagh Nic Canna became the first Irish person elected to the Board of European Volleyball (CEV), where she was chosen as an Executive Vice President.

Later in the year, Gary Stewart was elected as the President of the CEV Small Countries Association, which is a Zonal Association made up of 13 Member Federations.

In December, Board Member Lochlann Walsh was elected as the President of the Olympic Federation of Ireland.

Board Members

Clodagh Nic Canna

PRESIDENT
VolleyPros VC
Joined 2019



Clodagh is the owner and founder of CNicc consulting – a software development focussed consultancy. Clodagh started playing Volleyball at the age of 13 in DCGA and has represented Ireland at various age groups through to the Senior team. She's held a number of leadership roles within clubs and within Volleyball Ireland including Competitions Secretary.

7/7 Meetings
Attended

Regina Halpin

VICE PRESIDENT
UCD
Joined 2018



Regina is an active player for UCD, as well as on both Volleyball and Beach Volleyball National Team squads. Hailing from Co. Galway, Regina is a qualified physiotherapist. Regina has been involved in volleyball from a young age and has represented Ireland at junior level as well as Senior honours.

7/7

Jordan Donnelly

HON SECRETARY
Trinity College VC
Joined 2024



Jordan is a current National team player representing the Senior Men's team, as well as competing for Trinity College. Jordan is a skilled software development specialist. He is a qualified coach and referee.

7/7

Elisabeth Rae

Net Force Cork
Joined 2024



Elisabeth is a current player and coach with Net Force Cork. She has extensive finance, audit and governance experience working with a number of multi-nationals. Originally from North America, Elisabeth is the former President of the Bermuda Volleyball Federation and is an experienced Beach and Volleyball coach.

7/7

Gavin Dredge

Joined 2024



Gavin has extensive experience in the finance sector, working in asset management, reinsurance, trading and investments, in Dublin and London. Gavin is the nephew of Tony McCrossan, a legendary figure in Irish Volleyball.

7/7

Lochlann Walsh

Joined 2021



Lochlann is a highly experienced Board member in the sport world. He served eight successful years as President of Triathlon Ireland, and was recently elected as the President of the Olympic Federation of Ireland. In his professional career, Lochlann is a global sales manager for a multi-billion dollar US based tech firm.

7/7

Patrick Murphy

Joined 2024



Patrick is a leading sports marketer and founder of several marketing agencies including Branding Sport and Nudge. Patrick has devised some of Irish Sports' leading brand identities working for clients like the Olympic Federation of Ireland, Swim Ireland, Rory McIlroy and Shane Lowry.

6/7

Employees

Volleyball Ireland staff numbers continue to grow, largely due to increased support from FIVB and Sport Ireland.

Erica Fatini and Melissa Cupples joined the team in early 2025, as Youth Coach and Beach Coach respectively. Both positions are funded by the FIVB Empowerment programme. Due to the continued growth of our competitions, especially youth, Lina Dzurnak has taken on more of a competitions and events role, moving across from Development.

After seven years, CEO Gary Stewart will depart Volleyball Ireland this July. Recruitment is underway for his successor.



Gary Stewart, CEO

Operations



Simon Dyke
Operations Manager



Gabriel Akinwande
Operations Coordinator



Matt Ford
Finance Manager



Lina Dzurnak
Competitions & Events
Administrator

Development



Conor Flood
Development Manager



Arnolda Staikatiene
Development Officer
South



Joe Hyland
Development Officer
Midlands



Buzz
Mascot & Legend

Performance & Pathways



Graham Bell
Boys Youth Coach



Erica Fatini
Girls Youth Coach



Melissa Cupples
Beach Coach

Risk Management

Overview

Audit & Risk Committee

Beth Rae (Chair)

Clodagh Nic Canna

Gavin Dredge

Gary Stewart, CEO

Matt Ford, Finance Manager

The Audit and Risk Committee held a specific meeting to review the organisation's Risk Register. In total, 26 risks were reviewed, and any with a gross risk rating in excess of +10 are routinely presented to the Board. 5 risks the ARC have identified are listed below.

Risk 1: Performance Pathway

Lack of capacity within VLY staff to ensure a joined up and cohesive pathway for young players to progress in the sport. Appointment of key staff with a focus on girls, boys, and beach will help to ensure a strong pathway. Appointing a performance & pathways manager should be explored.

Risk 2: Staff & Volunteer Management

Lack of adequately skilled volunteers in key positions may hinder progress. A commissions skills audit should be carried out, with a robust training plan made available to volunteers as well as staff.

Risk 3: Finance

Government funding dries up, due to geopolitical influences out of VLY's control. A commercial strategy should be developed, alongside a review of current fees, with the intention of being less reliant on Sport Ireland support.

Risk 4: Facilities

There is a severe lack of suitable volleyball facilities to meet growth demand. Many clubs have waiting lists or are forced into reduced hours. A facilities audit should be carried out with the view to developing a strategic sports capital application. Clubs should be encouraged to help VLY identify potential facilities.

Risk 5: Safeguarding

Safeguarding and player welfare is always a concern to be monitored. Safeguarding policies and procedures to be regularly updated with the NCO attending some Board Meetings to provide updates.





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