




Tuarascáil Bhliantúil 2015, Cuntais Airgid agus na Rúin don Chomhdháil 2016



2015 Annual Report, Financial Statements and Motions to 2016 Congress



**THE
CAMOGIE
ASSOCIATION**
An Cumann Camógaíochta

2015 Annual Report

Annual Congress 2016 Limerick

Congress Agenda - Friday 1st April 2016

4.30 - 6.15 pm	Parallel workshops for delegates <i>(i) Introducing new financial procedures for counties and provinces</i> <i>(ii) Compliance by Camogie units with data protection legislation</i> <i>(iii) Child welfare and safeguarding – dealing with allegation of a breach of the Code of Best Practice in Working with Underage Players Our Games Our Code</i> <i>(iv) The Code of Practice for All Officers of the Association (part of the Official Guide)</i>
6.30 - 7.30 pm	Registration
8.00 pm	Fáilte
8.15 pm	Adoption of Standing Orders
8.20 pm	Minutes of Congress 2015
8.40 pm	Consideration of Reports from Provincial, International, Educational Units and Ard Chomhairle Sub Committees
9.10 pm	Establishment of Voting Strength, Appointment of Tellers, Consideration of Motions 7-11, 19, 20, 22-25
9.55 pm	Ard Chomhairle Secretary - Declaration
10.00 pm	Adjournment of Congress

SATURDAY 2ND APRIL

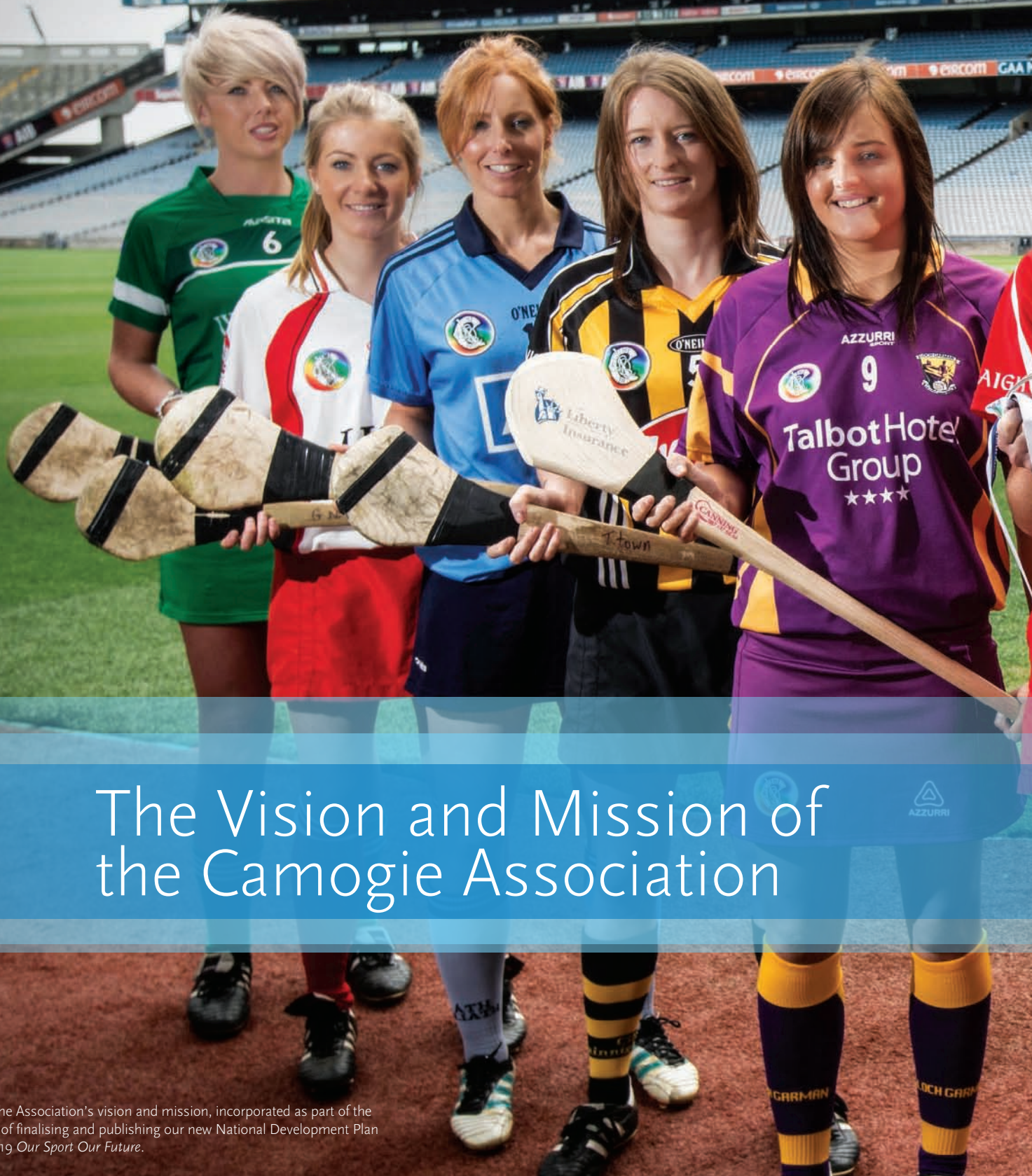
9.00 am	Registration
9.30 am	Consideration of Audited Accounts of Ard Chomhairle & Provincial Councils
10.00 am	Consideration of Ard Stiúrthóir's Report
10.15 am	Presentation on National Development Plan 2016-2019 <i>Our Sport Our Future</i> and a consultative workshop on supporting and resourcing administrators at club, county and provincial levels
11.00 am	Briseadh
11.30 am	Our Membership Data – presentation and roundtable
12.15 pm	Oráid an tUachtaráin, Cáit Ní Náraigh Address by President Catherine Neary
12.45 pm	Lón
2.00 pm	Establishment of Voting Strength, Appointment of Tellers, Consideration of Motions
4.00 pm	Venue for Congress 2017
4.10 pm	National Anthem
7.15 pm	Aifreann, Radisson Hotel
8.15 pm	Congress Banquet, Radisson Hotel

Buanordaithe/ Standing Orders

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

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The Vision and Mission of the Camogie Association

This is the Association's vision and mission, incorporated as part of the process of finalising and publishing our new National Development Plan 2016-2019 *Our Sport Our Future*.



Our Vision

Inspire to play, empower to stay.

Our Mission

To provide opportunities to enjoy and play Camogie as a vibrant part of the Gaelic Games family.



Is cúis mór áthais dom fáilte speisialta a chur romhaibh go léir chuig an Chomhdháil Bliantúil 2016. Bhí bliain iontach againn i 2015 agus is féidir le gach éinne atá bainteach le Camógaíocht bheith fíorbhródúil as ucht imeachtaí na mbliana.

It gives me great pleasure to introduce this Annual Report to you in my first year as President of the Association.

2015 brings to a close the programme of work guided by the Association's National Development Plan *Our Game Our Passion* 2010-2015. We can look back with pride on the growth and achievements during this period.

This report to Congress along with the reports from our National Committees, Provincial, Education and International Units relate this story to you, and in particular the work of the past 12 months. Part of this work was consulting and engaging with our membership and other interested parties to find out how Camogie can change and improve into the future. This culminated in the finalisation of a new National Development Plan *Our Sport Our Future* which was launched recently.

President's Foreword

We can now look forward together to the next few years to the continued growth of our game.

During the year I had many opportunities to support and admire the work to promote Camogie at home and internationally. This included visits to clubs, counties, provinces and abroad. It is a privilege to be a witness to the commitment and passion that people have for Camogie and for its ongoing promotion.

I sincerely thank and acknowledge our members for your support and loyalty to our sport. Sadly, 2015 saw the passing of a number of Camogie friends. At national level I would particularly like to pay tribute to the memory of Peter Downey who was the Chairperson of the National Referees' Committee. Peter's death in November was a tragic loss to his wife Geraldine, his family and his many friends in Camogie and Gaelic games. Peter's diligence, enthusiasm, hard work and joy for Gaelic games was unquenchable and we will miss him dearly. Ar Dheis Dé go raibh a anam dílis.

I also wish to acknowledge the sterling service of four Ard Chomhairle members who conclude their terms.

Geraldine McGrath (Galway and Connacht) has also been a long standing and active Ard Chomhairle member for many years as Connacht Chair and Connacht delegate. Mary Connor (Louth and Leinster) has served on Ard Chomhairle for many years as Leinster Chair and Leinster

delegate since 2000. Mary is this year's Camogie nominee for the GAA President's Award. Marie Kearney (Cork and Munster) has acted as Secretary of Ard Chomhairle since 2010 and steps down as her five year term concludes. Marie was the 2015 recipient of the Síghle Nic anUltaigh Award, presented at Congress 2015 in Dublin. I extend thanks to each for their loyalty and commitment to promoting Camogie at national level over such extended periods. Thank you also to Rachel Hogan, outgoing Leinster Chairperson, whose term on Ard Chomhairle concludes at this year's Congress.

2015 saw the first implementation of the '5 year rule' where officers must vacate their officer role after five years' service. The intention of this rule is provide the opportunity for new voices, new energy and dynamism in the administration of Camogie. With wise planning, the expertise that officers gained in the past 5 years can continue to promote the game but in a different capacity. I look forward to meeting and supporting our new officers over the course of the coming year.

The Association as a volunteer led and professionally managed body relies on the work of a large national volunteer team and a national staff team of 16 people.

I want to put on record my thanks, on behalf of the Association, for the tireless and valuable work that outgoing officers and volunteers have contributed over the past months, at many different levels both at home and internationally.

I also thank the Ard Stiúrthóir Joan O'Flynn and the staff of the Association and for their continued support and dedication to advancing the game.

In our everyday administration of Camogie at club, county, provincial or national levels, our relationships with the GAA and the LGFA are key. I am pleased that the strong relationships we enjoy continue to prosper and I thank my fellow Presidents in GAA and LGFA, Aogán Ó Feargháil and Marie Hickey for their support and co-operation throughout the past year.

I have no doubt the Camogie Association is heading in the right direction and I look forward to the new vision for the future being realised through the new National Development Plan.



Cáit Ní Náraigh
Uachtarán

2015 in Numbers

250

inter county games played at national level compared to 240 in 2014

30%

increase in All-Ireland Final attendances from previous year and best level attendance achieved over the past 5 years

5

first time winners of All-Ireland championships – Waterford (Intermediate); Laois (Premier Junior); Carlow (Junior A); Johnstownbridge, Co. Kildare (2015 All-Ireland Junior Club); Piltown, Co. Kilkenny (All-Ireland Intermediate Club)

122 kph

highest ball speed established for the first time in Liberty Insurance All-Ireland Senior Camogie Final by Niamh McGrath (Galway)

305,000

people watched the 2015 All-Ireland Senior Camogie Final on TV, an increase of 16,000 in peak TV viewership from 289,000 in 2014

192

unique Camogie clubs participated in national development initiatives in 2015

5%

year on year increase in registered personal membership since 2014

Over 10000

people engaged in consultative process to inform new National Development Plan 2016-2019 *Our Sport Our Future*

644

coaches accredited at Foundation level (478), Level 1 (151) and Level 2 (15)

26

All-Ireland Senior titles for Cork makes them equal with Dublin in the All-Ireland Champions Roll of Honour

321,646

people viewed the Senior Camogie Final (TV viewing and match attendance combined)

25,681

(out of 36,870) girls played Camogie in Kellogs GAA Cúl Camps

192

unique Camogie clubs participated in national development initiatives in 2015

7

active female referees on National Referees' Panel

5

Camogie/GAA championship double headers at national and provincial level and 2 Camogie/GAA National League double headers

41%

increase in online coverage and 19% increase in broadcast pieces during the 2015 All Ireland Championship season

47%

increase in Camogie coverage of national newspapers

€198,942

grant aided and/or spent on games development at club, county and provincial levels



Introduction

Judging whether a year in sport is successful or not is an interesting business.

Is it the standard and skill of the game that matters most in judging success?

Is it numbers playing the game?

Is it the numbers following the game?

Is it something else altogether, like the difference that being involved in the game makes to people's lives and experiences?

Tuarascáil an Ard Stiúrthóra 2015

Different measures of success give different answers. The data reported in *2015 in Numbers*, and most of this report captures the activity, issues and achievements of the past year at national level. But that is only part of the story.

One of the most important measures is what the people who play and love the sport think about the sport. In 2015 we asked this question in an open consultation with players, coaches, parents, officials, referees, teachers and others who give their time to Camogie.

Coaches and club players were the majority respondents in the consultation.

This is what they told us:

"It's great to take a 5 or 6 year old who doesn't know one end of a hurley from the other and see them learn, enjoy and smile at the end of each session"

"The game has taught me lifelong friendship and skills, especially from losing big games and having the drive to come back again even stronger"

"There is a cultural identity within the sport and it is a pleasure to introduce my children to the sport"

"I most enjoy the friendship with people in my parish of all ages "

"I love playing and winning!"

"I just love the sport and how it can bring a community together"

"My team is like my family and I love the competitive aspect that is involved"

"I enjoy observing players acquire the extraordinary level of skill required to play the sport well."

"My daughter has been playing since she was 6 and is now on the Offaly u16 panel. I feel Camogie has given her so much confidence, being able to deal with a lot of personalities, make so many friends at club and county level. It's an amazing sport that should get more coverage and following"

One of the strongest sentiments is the extent to which people enjoy Camogie and feel they benefit from their involvement with the game.

People said that this enjoyment is about their experience of positive, lasting and inter-generational connections with others.

People said it is about enjoying the cultural and well-being benefits of playing, coaching, being involved in administration, refereeing or volunteering in other ways.

People said that the game itself, learning to play Camogie, enjoying its competitive and skilful element, and having the opportunity to represent club and county were also enjoyable and beneficial aspects of being involved.

These messages demonstrate the strength of the game. These are messages not to be complacent about but a signal that we are well positioned to move to the next stage of developing the sport.

This progress is attributable to many

things including the attractiveness of the game itself; the never ceasing voluntary work over many decades that promotes the sport all over the country and abroad; the achievements of the outgoing National Development Plan 2010-2015 *Our Game Our Passion*; and the support and expertise provided by the Association's staff to professionally manage and administer the sport.

The opportunity now is to build on this over the period of the next National Development Plan.



“ It may be timely to examine if a promotion and relegation element between the All-Ireland Senior/Intermediate grades and the Intermediate/Premier Junior would add to the robustness of the competition format. ”

1. Our Sport Our Future

A good plan for Camogie is one that listened to the voices of those who care about Camogie and puts their ideas and proposals to the centre of the plan for the sport.

The feedback from those voices clearly indicates a preference for change in a number of areas:

- When asked about the structure of fixtures, 67% of respondents considered club fixtures were not working. Two fifths through inter county fixtures at national level worked well while 27% indicated Provincial fixtures worked well.
- Over 60% of respondents identified the need for more training for their role as a coach, referee, official or administrator.
- Almost a third suggested the need for better succession planning at administrative levels and the need for additional support on administrative procedures and best practice in sport.
- Almost three quarters of respondents agreed that we should aim for ‘one club and insurance’ arrangements.

• When asked about the promotion of Camogie, the strongest call was for more TV coverage.

The new National Development Plan 2016-2019 *Our Sport Our Future*, responds to these and other issues and is the road map for that next developmental phase. The Plan reflects a step-change in the Association’s priorities with an emphasis on innovation in several areas including:

- a) participation and growth
- b) player retention
- c) referee education and development
- d) profile, marketing and commercial development of the sport
- e) best practice in governance
- f) club officer development
- g) fixtures
- h) strengthened relationships with partner bodies, specifically the GAA.

Our Sport Our Future is downloadable from www.camogie.ie

2. National Competitions

Turning to the 2015 playing season, there were many stand out moments. At the highest level on the national

stage, the achievement of Cork winning back to back senior titles, while also equaling Dublin’s 26 titles in the roll of honour, is matched by the inaugural wins of Waterford, Laois and Carlow in the intermediate, premier junior and junior grades.

The attendance for the 2015 All Ireland Finals in Croke Park was 16,646, our highest since 2012 – see table.

It is important to see the attendances improve by almost a third compared to 2014. Combined with a very high TV audience, the 2015 Camogie Finals were to the forefront in viewing figures for female sport last year.

Year	Senior Finalists	Attendance
2015	Cork v Galway	16,646
2014	Cork v Kilkenny	12,476
2013	Galway v Kilkenny	15,063
2012	Wexford v Cork	15,900
2011	Wexford v Galway	14,974

The 2015 growth was achieved following a proactive project to promote the Finals. The scheduling of an increased number of hurling/Camogie double headers during the All Ireland championship

series was a successful part of this strategy.

These are steps in the right direction for the Association but there is a lot to do.

There is a need for the Association at all levels, but particularly at national level, to significantly invest in a targeted way to bring the game to wider audiences. This is now more strongly recognised and the new Development Plan puts in place the commitment for a more proactive and financed strategy in this area over the next four years, including the intention to gain more TV broadcasting of Camogie games.

The structure of the All-Ireland Camogie championships has much to commend.

Over the past ten years or so it has provided a clear pathway for lower tier counties to progress up the ranks of inter county competition. Over that decade, Offaly, Clare, Limerick and Waterford's accession to the senior Camogie ranks and Kildare, Meath and now Laois' accession to the intermediate ranks are proof positive of that.

In addition, the round robin nature of the championship provides a regular and competitive national games' programme throughout the summer.

Based on this system it is credible to claim that the majority of the 28 inter county Camogie teams, that field in the championship, have a reasonable prospect of reaching the knock out stages of the All-Ireland series at every grade. Of course the playing standard of county teams within grades is not always equal.

To ensure that this 'self regulates' through competition, it may be timely to examine if a promotion and relegation element between the Senior/Intermediate grades and the Intermediate/Premier Junior would add to the robustness of the competition format. Such a change would require an amendment to the Official Guide and

Congress' future agreement.

The National Leagues continue to provide excellent early season competition at inter county level. In a high standard game, Galway reclaimed the Division 1 title following a gap of 10 years. Waterford and Carlow twinned their championship wins with League titles in Division 2 and 3 while Kerry took home the Division 4 title. All title winners, outside of Division 1 made the national breakthrough at this level with inaugural titles.

Providing every player with the opportunity to win a national title with their club is a hugely important element of the national fixtures calendar. The club championships do this from year to year since the first full championship in 1965.

The competition structure provided for the 2014 Intermediate and Senior Finals to be played in March 2015 in Croke Park.

Piltown became the first Kilkenny Camogie club or county team to win in Croke Park since 1994. They beat defending champions Lismore in a final that was also memorable for several heavy snow showers.

Wexford's Oulart-The Ballagh claimed the senior title against a doughty east Galway side from Mullagh.

At the time of writing the 2015 AIB All-Ireland Senior and Intermediate finalists have just been confirmed. At intermediate level Eyrecourt (Galway) and Cahir (Tipperary) will make their Final and Croke Park debuts on 6th March. The senior final will be a repeat of the 2013 event when Cork's Milford will face Galway's Killimor.

The junior club final is played within the calendar year and in November 2015 the north Kildare side Johnstownbridge won their inaugural All-Ireland junior title.

They got the better of Roscommon's Athleague in an extremely well-supported

game in Coralstown /Kinnefad GAA.

2.1 50th Anniversary of All-Ireland Senior Club Championship

The 2015 Senior Club Final will be played on 6 March 2016. This occasion marks the 50th anniversary of the All-Ireland Senior competition and the awarding of the Bill Carroll Cup for the champions.

I would like to record and acknowledge the generosity of Ann Carroll who has kindly donated a new cup to mark this milestone. Ann also wished the cup to be re-dedicated as the Bill and Agnes Carroll Cup in honour of her parents. The base of the new cup will include a listing of all the national champions from the inaugural cup first presented in 1965 and will include the Jubilee Cup winners from the first All-Ireland club final in 1964.

Ann is also donating on an annual basis a new memento for the Player of the Match in the All-Ireland Senior Final in memory of Sarah Russell RIP. Sarah was Ann's niece and was a Camogie player in Kilkenny and Kildare and was an established Camogie Tutor at national level for several years. Ar Dheis Dé go raibh a h-anam.

A full list of all national final results is available in Appendix 3 and details of other national competitions are outlined later on in the report.

2.2 Expanding county representation in competition

From a Camogie development perspective there is still work to do to support the non-competing counties to field at national and in some cases, Provincial level championships and competitions.

Wicklow, Louth, Tyrone, Monaghan,



Table 1: Number of Inter-county Games by Competition in 2015

Championship	Number of teams entered	Number of games played	Number of withdrawals [w/d] / walkovers [w/o]
All-Ireland Senior	10	26	0
All-Ireland Intermediate	10	19	1 w/d
All-Ireland Premier Junior	6	17	1 w/o
All-Ireland Junior A	6	7	2 w/d 2 w/o
Minor A	10	23	0
Minor B	6	16	1 w/o
Minor C	9	20	0
U16A	9	19	0
U16B	10	21	2 w/o
U16C	11	15	3 w/d 2 w/d
National League	Number of teams entered	Number of games played	Number of withdrawals /walkovers
Division 1	10	23	0
Division 2	12	31	2 w/o
Division 3	5	11	2 w/o
Division 4	3	2	1 w/o

“

In 2016 all games under the auspices of Ard Chomhairle that require a definite outcome e.g. quarter finals and semi-finals will automatically extend to extra time if the game first finishes in a draw. If the games finishes in a draw after extra time a replay will be scheduled. National finals are the only game that automatically go to a replay if the game finishes in a draw.

”

Cavan, Donegal and Mayo are all counties with established or emerging adult and club playing bases.

In a medium term approach towards assisting these counties, a new u16 inter county development initiative, *Progress to Success* is being launched.

The initiative combines coaching, mentoring and competition and is intended to support counties to transition from underage age to adult competition over a number of years.

In this context I would like to welcome the publication of the Tyrone Hurling and Camogie Development Plan.

There are currently 10 Camogie clubs and 4 hurling clubs in the county and the plan is that by 2021 there will be 9 hurling clubs and 12 Camogie clubs. The plan includes the vision that there is a hurling/Camogie club in every secondary school area. It is a strong and welcome statement of intent to expand access to the game particularly in Cookstown and Ballygawley.

The plan also sets a long-term target that Tyrone will play in the Division 3 National League and the Premier Junior Championship by 2026.

2.3 Determining how a team progresses to the knock out stages of national competitions

Any competition that relies on a round robin format will need to include a process for deciding how teams progress to the knock out stages of a competition series.

As has been well documented, this was one of the more contentious issues of the 2015 All-Ireland senior championship. Clearly, better choices could have been made. The wider context was the necessity to consider how to minimise the impact of playoffs on club games. This arose from previous experience of 11 play-off games being required in the 2014 season.

For 2016 the principle of minimising the impact of play offs on club games has been retained. The experience of 2015 has shaped agreement of a new procedure to determine a team's progression in a round robin based competition, if a team finishes on equal points with other team(s).

In these instances:

- Overall score difference will first apply whereby scores against are deducted from scores for in every game played in the group. Scores for and against teams who conceded a game or games in the group will be fully disregarded in determining overall score difference. The team with the highest (net) result progresses.
- If teams remain on equal ranking after completion of the above, a play-off game will take place to determine who progresses. Extra time will apply in such games.

In addition, in all competitions under the auspices of Ard Chomhairle and run on a league basis, three points will be awarded for a win and one point for a draw.

All games under the auspices of Ard Chomhairle that require a definite outcome e.g. quarter finals and semi-finals will automatically extend to extra time if the game first finishes in a draw. If the games finishes in a draw after extra time a replay will be scheduled.

National finals are the only game that automatically go to a replay if the game finishes in a draw.



These details were agreed by Ard Chomhairle in November 2015 and all county and Provincial Units were notified of them in December 2015. It is a County Board's responsibility to ensure that those representing the county in national competitions are fully aware of Ard Chomhairle decisions that relate to those competitions.

2.4 Camogie/football fixtures planning

Camogie/football fixture clashes have proven to be a recurring issue and this was the case again in 2015, particularly during the championship season.

Fixtures planning is of course important to facilitate dual player participation but it is not the only mechanism.

Co-operation, communication and decision making of county boards and team managements in relation to training demands and selection of dual players is also a critical element. There is a wider issue of the need to provide a fixed calendar of national games for scheduling purposes and PR purposes.

Club Camogie and the club Camogie player are critical to the well-being of the game.

If we believe this then it is a reality that there is a limit to the extent to which the national fixtures calendar can be constantly under review.

That said, fixtures planning has a role to play and at the end of the 2015 inter county season, I proposed a protocol to the LGFA to avoid, minimise and manage the unnecessary clashing of national (and particularly championship) fixtures involving dual players in 2016.

Subsequently, both Associations' Ard Chomhairle reached agreement on a number of areas. These include an avoidance of a clash in the 2016 championships at the knock out stages of the Camogie and Football championships in August 2016. A reciprocal arrangement is now in place whereby the All-Ireland Camogie semi-finals are scheduled for 13th August 2016 stand and the football quarter final that will involve a Munster representative is moved to 20th August. Camogie will then review its date for the 2017 semi-final.

A similar reciprocal arrangement was proposed to avoid the recurring clash between the Munster LGFA finals and a round robin game of the All-Ireland Camogie championships. The proposal was to alternate the date of the Camogie and Football games each year to avoid a direct clash. The Camogie Association made this proposal and I look forward to reaching an agreement on this with the LGFA.

The Camogie and Ladies Football Associations also agreed that:

- a) in the event of unanticipated National/Provincial fixture clashes involving dual players, the national fixtures of either Association takes precedent over the Provincial fixtures of the other code
- b) direct clashes between the same age groups in both codes at national level will not occur
- c) in the case of Intermediate and Junior championship fixtures involving dual players that there will be liaison between the national offices of both codes and leeway left in the fixtures plans for the games to be played on Sundays.

2.5 Governance and national fixtures administration

In 2015 there was heightened public commentary relating to the tie break method in national competitions; direct Camogie/football clashes involving dual players and sponsorship arrangements for Poc Fada.

From a reputational and operational point of view, it is clearly preferable that the Association's internal governance is as effective as it can be in dealing with such matters.

Lessons were learnt in relation to communication, decision making on fixtures and calls for changes to fixtures, non-compliance with rule by county boards in relation to registration of county team managements and use of official Camogie social media accounts that is contrary to national protocols and other areas.

Revisions to the 2016 National Fixtures Planning process, a review of the Association's binding Social Media Policy and other protocols are now in place towards ensuring stronger governance on these issues.

3. Fixtures Review

In last year's report I highlighted that there was a 28% increase in games administered through the national fixtures programme since 2009.

U16 inter county games at national level increased by 25% while Minor games at national level increased by two thirds in the same period.

There were 250 inter county games administered at national level in 2015 an increase on last year' figure of 240. A further 60+ games were administered at Provincial level bringing the overall total of teams involving county representative sides to over 300.

Is this about right or is this too much?

Last year's analysis included a number of reflections including these 3 critical questions to review:

- Is the national inter county programmes displacing the club programme or in some instances compensating for the lack of an adequate club game programme?
- Is the current inter programme a factor in player drop out?
- Does the current national fixtures programme promote or damage long term player development and wellbeing.

As reported in 2015, the value of a review is to learn more about the above issues with a view to finding the best balance between fixtures at all levels and to facilitate greater integrated planning at national, provincial, club, schools and colleges' levels.

The Uachtarán, in her inaugural address to Congress last year, also indicated that she wished a fixtures review to be a priority of her tenure.

Ard Chomhairle has just agreed to such a review and this is now being initiated. The input of players at all levels will be critical in these discussions on fixtures and I look forward to the consultative phase of this process over the next number of months.

4. Our Membership - Our Clubs and Players

Camogie players constitute about 80% of our registered membership.

Looking at individual membership trends, there was a year on year net increase of 3,047 members between 2014 and 2015 (includes registrations from Britain as the British champions compete in the All-Ireland club championship).

This is a welcome overall 5% increase in registrations over a twelve month period. There was an increase in each Province with Munster showing the largest actual increase in numbers.

In terms of youth membership all Provinces, except Leinster, saw an increase in youth membership from 2014 to 2015.

Cork, Dublin and Galway, in that order, have the highest numbers of registered members aged under 18.

There were small decreases in adult membership in every Province.

Dublin, Cork and Galway, in that order, have the highest numbers of registered adult members.

The Association only has this type of data for the past two years. Over time it will be a very useful resource and it will provide factual and objective data to inform strategic and forward planning at all levels.

In 2014/15 the Association invested in a new membership registration system.

This allows us to have a better profile and understanding of the composition of our individual membership alongside our club affiliations.

The successful introduction of the system was supported by the much appreciated willingness and co-operation of administrators at all levels. The fruits of that work should be even more evident at this time of the year when the year on year registration process is much simplified and more efficient.

This new electronic system is hugely progressive albeit that I think it does not yet reflect the true levels of participation in Camogie. Some under-registration at club level and the absence of an individual registration mechanism for Camogie in schools are contributory factors to this at the moment.



There is a motion on the Congress Clár which proposes an amendment to the youth membership registration process.

The purpose of this is to assist us in having a more complete and true picture of actual membership and participation levels.

The knowledge we now have about our membership strongly illustrates the benefits of the new system. There is also a much enhanced level of financial controls around membership fees and much easier mechanisms to verify registrations at all levels.

Turning to club affiliations, and taking the report to the Centenary Congress in 2004 as a baseline, it was reported that the Association had a club membership of 447 in Ireland.

In 2015 there were 546 clubs registered, a net increase of 99 clubs. The distribution of clubs by county in 2015 is represented in Figure 1.

The effective administration of clubs relies on the work of committees, officers, coaches and other volunteers.

In 2016 and beyond I recognise the need to increase the level of support to administrators at all levels. Through the new Development Plan *Our Sport Our Future* there will be new initiatives to follow over the next year.

4.1 One Club

During the year there were ongoing club queries about progress in the development of the One Association/ One Club structures with the GAA/LGFA.

National level meetings continued in 2015 between the Uachtaráin of each Association and there are ongoing meetings with my counterparts in the GAA/LGFA on this topic. It is now hoped to advance with the production of one club models while also completing work in necessary rule changes to put in place a common club constitution for units who wish to adopt the One Club structure.

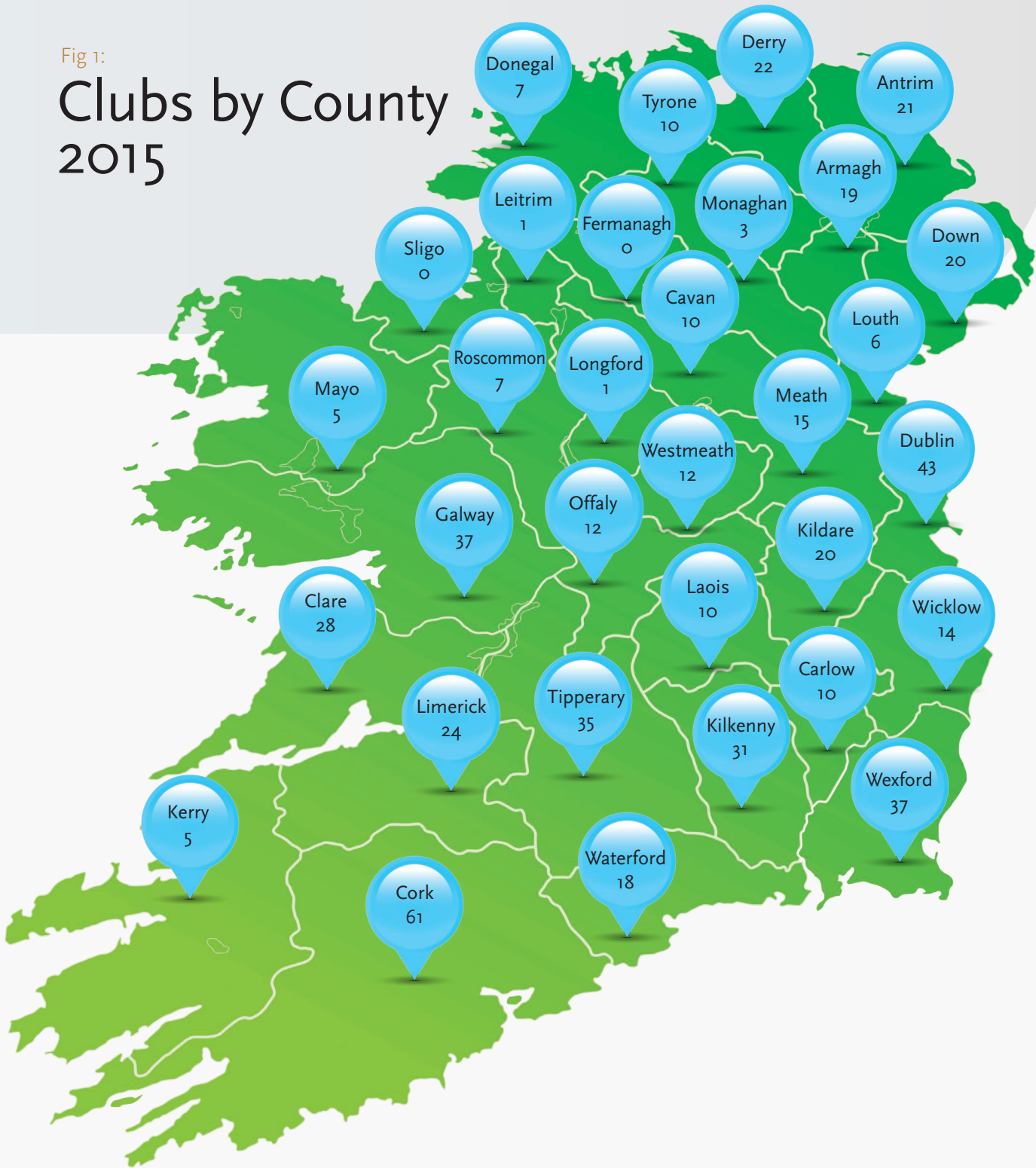
In my experience, the identity of Camogie is strengthened and not threatened by the one club model.

Through the model:

- Camogie has more profile amongst the wider club membership be that hurling, football or ladies football and it has more people following it because people are interested in how all club teams are doing.
- Club unity is stronger because people are working together in a mutual way on fixtures, coaching and games development, children's welfare, fundraising and so on.
- Camogie's use of facilities is less by grace and favour and more by agreement because Camogie has a direct say in how the club is run through having representation on central club decision making structures while running its own affairs through sub-committee structures.

Fig 1:

Clubs by County 2015





In the course of the consultation process in 2015 for the new Development Plan *Our Sport Our Future* it became clear that there remains strong interest in the Camogie Association working at national level to achieve a closer formal relationship with the national GAA, in overlapping or mutual areas.

This interest is reflected in the Plan through a new commitment to pursue a joint programme with the GAA – and to continue close working with the LGFA.

5. Inspiring People to Play Camogie

One of the key issues that the Association's membership registration system can inform us on is the nature and pattern of player retention/player drop-off amongst young people in Camogie.

The issue of player retention/player drop off is a feature of many team sports and we have prioritised it in *Our Sport Our Future*, the National Development Plan 2016-2019.

Under the Plan we will work in a targeted way to increase the number of teenagers and the number of women over 21 playing Camogie. One of these projects will be *Camogie4Teens*.

In 2015 the Association was awarded grant support from the Coca Cola Thank You Fund to initiate this. The project involves working with teenagers in clusters of clubs over a period of time. The programme will aim to engage with them on skills of the game but also support them with broader life skills and administrative skills.

It is an exciting initiative that very much reflects the points made at the start of this report – that the game is central - but involvement in Camogie also leads to an extremely positive social and wellbeing dividend for people and communities.

This message will also be upfront in future new work to expand the game in urban concentrations, particularly where there are populations who current do not enjoy full opportunity to enjoy Camogie. This will be done in tandem with efforts to consolidate the game in areas where it is already strong.

5.1 Camogie/Hurling Working Together

The affinity between hurling and Camogie is often spoken of and acknowledged.

In 2015 there was a number of discussions with the GAA's Hurling Development Committee (HDC). This followed earlier meetings with the Hurling 2020 Committee in 2014.

The synergy between HDC goals and ours are obvious.

We share its overarching goal to increase the number of opportunities for people to play the game of hurling - at all ages and across all counties. The games opportunities provided must be meaningful, age-appropriate and reflective of developmental needs.

A number of agreements on areas of co-operation were agreed with the HDC including Camogie's direct involvement in rolling out a Hurling4All Programme as an integral part of the HDC's implementation plan.

With a net increase of 99 new Camogie clubs since 2003 and a 5% increase in membership over the past 12 months the appeal and interest in Camogie is self-evident.

The growth of the game has not reached a plateau by any stretch. For example, there are 2,100 GAA clubs in Ireland so there remains plenty of opportunity to promote Camogie as part of the games programme on offer in many more clubs.

The challenge is to respond to this opportunity with an effective package of outreach, coaching and administrative supports combined with exciting PR and player promotion and sufficient resources to empower people in clubs to lead the development of Camogie in their unit(s).

This of course is a long-term effort. It was the thrust of our last 5 year plan *Our Game Our Passion* and over the next few years we will take further steps in that direction.

5.2 Urban Growth and Participation

One of these steps will be the development of an Urban Growth and Participation project in Kildare/Meath.

Building on initial consultation with the county development structures, the project's vision is to expand and consolidate Camogie playing opportunities, particularly into and beyond teenage levels, in the urban/new suburban centres of Meath and Kildare.

The project will also directly incorporate and reflect the 'voice of the child/young person' in the planning, design and delivery of activities.

The project will incorporate facilitation, planning, implementation and will be guided by a formative evaluation which will be a key element.

The project is intended for a three year period with a review after the first 12 months. This new approach can pilot and demonstrate new ways of working to retain players in Camogie and the learning from it may also be relevant to shaping other national and urban growth projects.

Work also commenced in 2015 to support greater Camogie participation in Belfast and Derry cities. The national Association engaged with Antrim and Derry Camogie Boards, Ulster Camogie Council and Ulster GAA. Initial work at grassroots level has commenced.

Similarly the learning from this may also prove relevant to other urban development initiatives.

6. Player representation

Within Gaelic games the principle of inter county players having a recognised representative body is established for a number of years through the GPA.

Within the last 12 months the Women's GPA has been established.

There have been a number of useful information exchanges with the WGPA and a number of common interests identified. These include player recognition initiatives such as the inaugural joint Players' Player of the Year Award, in association with Liberty Insurance. Exploring the development of player welfare standards for county teams has also been a discussion point, including how Camogie players can benefit from the range of multi-disciplinary sports science expertise that is now available.

At the time of writing the WGPA's application for recognition by the Association is under consideration.

7. 'Fair Play' and Camogie Playing Rules

I spoke last year about the extent of fair play within the game and the fact that the playing rules continue to emphasise and reward play that focuses firstly on 'playing' the sliotar and not the player.

This emphasis on 'playing the ball' is key to the level of skill, spectacle and appeal of the game.

During the year there was again concern about reported incidents of verbal abuse towards referees and again the call is for zero tolerance of this.

Some of this abuse appears to be about the interpretation of the playing rules and improving the consistency of interpretation remains a priority into 2016.

Some of this abuse also arises also from a lack of knowledge of the playing rules.

People who complain about refereeing standards are often those that assume that the rules of Camogie and hurling are the same.

They also complain that the game is a 'non-contact' sport.

The Camogie playing rules set out what is not allowed from a 'contact' point of view in the sport.

A good start would be to debate which of 'contact' rules people may wish to change or omit from the rule book and why.

Player welfare issues need to be a factor in such debates, not least the growing concern about concussion in sport and its long term impact for players.



The rules on rough play (Rule 10.2 Official Guide Part 2) and aggressive fouls (Rule 10.3 Official Guide Part 2) include the debarment of:

- a deliberate shoulder of an opponent;
- tripping, catching, holding or pulling down an opponent;
- charging;
- reaching from behind with the hurley in a way that is inconsistent with an attempt to play the ball;
- attempting to strike or striking;
- attempting to kick or kicking;
- using the hurley to obstruct an opponent;
- punching, kicking or stomping on an opponent;
- using the hurley to 'dig' an opponent;
- contributing to a melee;
- using abusive or threatening language or gestures'
- assault;
- Interfering with an opponent's faceguard or hurley.

Questions regarding the playing rules and their interpretation are critically important.

Essentially these are questions about how the game changes and evolves; about how the game is modified to take account of knowledge and learning from coaching, tactics, sports science and other developments; and about whether the game leads or follows in these areas.

Issues such as this are all matters of debate and more critically matters of judgement.

There is a sufficiently long lead in for people to think about the future of the game from a playing rules' perspective. If people think the playing rules need change (and they always will) there is an established process to do so.

I would encourage people to be active in this over the next year or two.

The inclusion of players' voices, from club to inter county level, in this debate is, I believe critically important. Perhaps heretofore that voice has not been sufficiently facilitated or included in discussions on the playing rules.

There is sufficient time now to consult, discuss and prepare proposals for consideration by clubs and county

boards and ultimately by national Congress at the next playing rules review in 2018.

8. Ireland 1916/2016

This current year is significant for the centenary commemoration of the Rising; the years before and after the Rising also witnessed several other key historic moments and events.

Women and men central to the foundation and formative years of the Camogie Association played a part in these events.

These included Agnes O'Farrelly was a former Life President of the Association (1935-51) and chaired the first meeting of Cumann na mBan in 1914.

Máire (Mollie) Gill, the longest serving National President of the Association (1923-42) was a member of Inghide na hÉireann and Cumann na mBan during the rebellion years.

Seán O'Duffy one of the key figures in the establishment of the Camogie Association and whom the senior All-Ireland Cup is named. Seán was

a member of the 1st Battalion Dublin Brigade of the Irish Volunteers and posted to North Brunswick Street/North King St, Dublin during Easter Week 1916. After the Rising Seán was imprisoned for a time in Stafford, England and Frognoch, Wales and later served as a Registrar of the Republican Courts.

These activists were some of the better known of the Camogie organisation who were also part of the Gaelic nationalist revival and rebellion of the early decades of the 20th century. Today's thriving game is part of their legacy.

Today's game is played in a markedly different context where participation by women in sport is growing, and recognition of women's sporting achievements is expanding. Camogie is also played in increasingly diverse communities at home and internationally.

During the forthcoming year the Association will put in place appropriate events to commemorate such formative efforts at such a formative time.

9. Summary Report on 2015 Activities of National Development Plan *Our Game Our Passion* 2010-2015

The report now moves to detail key activities undertaken under the five national priorities of the outgoing Development Plan *Our Game Our Passion*. This Plan concluded in December 2015.

Report on 2015
Activities of National
Development Plan
Our Game Our Passion
2010-2015



Section 1: Performance



The report now details key activities and issues relating to five national priorities under the national development plan *Our Game Our Passion 2010-2015*. This first relates to games, coaching, refereeing, playing standards and player welfare.

Over the course of the last Development Plan the Association's has made very significant strides in putting in place a coach education pathway, alongside a Player Pathway and most recently a Referees' Pathway. These were delivered under the priority to improve

performance standards. A number of other issues under this priority are previously covered in the report. This section now details 2015 activities on coach education, some national competitions, refereeing and player welfare.



1.1 Coach Education

In 2015, thirty Camán Get a Grip Foundation Courses were completed across the country.

478 coaches were awarded their Foundation level certificate. 10 coach education courses took place in Leinster, 8 in Ulster, 8 in Munster and 4 in Connacht.

2015 saw a very large increase in the numbers taking the Level 1 Course Camán Get Hooked. This course is aimed at coaches coaching children aged 12-16.

The highest number of Level 1 coaching courses were delivered last year and since the course was relaunched in 2013. 10 courses were run - 4 in Leinster, 4 in Munster and 1 each in Connacht and Ulster with 151 coaches receiving their Level 1 Certificate.

Following on from the successful pilot of the Level 2 coach education course, Solo to Success in 2014 another Level 2 course was run in 2015. This 4 and a half day course was rolled out in Ardclough

GAA Club, Kildare in November 2015. 16 coaches from all over Ireland attended the course with final assessments completed by December 2015.

Over the two courses, 14 counties in total have at least one qualified Level 2 coach. Dublin has the greatest number with 8 qualified Level 2 coaches. The Level 2 course is for coaches working with under inter county and adult club teams.

The Camogie Association now recommends all existing coaches to have a child protection course completed prior to taking part in any further Association coaching courses while first time coaches are required to complete the child protection training in advance of commencing a Foundation coaching course.

1.2 National Competitions

The earlier part of the Report provides details and commentary on national competitions during 2015. Additional competitions/initiatives are detailed here.

1.2.1 Féile na nGael 2015

The Féile na nGael competition took place on the 19th, 20th and 21st June. In total 117 clubs and 2,800 girls played in the Féile competition in 2015.

The national competition took place throughout Ulster. Regional Féile blitzes were held in Tipperary, Kilkenny, Galway and Laois on Saturday 20th June.

There were 6 divisions played in Ulster with cup and shield finals at each grade. 84 Camogie teams took part in the National Féile blitz competition in Ulster.

Teams from Galway, Tipperary, Kilkenny, Cork, Clare, Dublin, Limerick, Wateford and Wexford took part in the regional blitzes.

25 counties were represented in the Féile Camogie Skills competition in Rathleague Portlaoise. Hannah Kelly from Kilkenny finished as winner with 205 points (out of possible 230). Joint second with 180 points were Roisin McCormack (Antrim) and Jennifer Murphy (Cork). Megan Dowdall (Westmeath) was third with 175 points.

1.2.2 An Poc Fada

There was a re-newed effort in 2015 to reinvigorate Poc Fada at all levels within Camogie.

A new structure was approved by the Camogie Association Ard Chomhairle in 2015 which included a new u16 All-Ireland Poc Fada competition and changes to the eligibility for the senior Poc Fada.

The eligibility was as follows:

- National u16 Poc Fada– Provincial winners compete.
- National Senior Poc Fada– Provincial winners, previous year's national Poc Fada champion and the All Stars goal keeper from the previous year compete.

Each county and province was invited to run u16 and Senior Camogie Poc Fada Competitions, and to do so alongside the GAA county competition where possible.

There was regrettable and uninformed news coverage relating to the awarding of a holiday prize to the hurling winner and not the Camogie winner at Provincial level. Independent sponsorship was required for the Camogie side of the competition and this was not in place.

There was also some administrative issues relating to Camogie scorekeeping at the National Final and this is an area that will need to be addressed during 2016.

The National Poc Fada is overseen by a GAA Committee which includes Camogie representation.

1.2.3 Inter-Provincial Competition

The annual inter-provincial junior competition was held earlier in the year in May and Ulster succeeded in bringing home the silverware on this occasion.

It may be opportune to base this

competition at the new GAA top class facilities in Abbotstown commencing with the senior competition this year. A recognised base at such a venue may assist in promoting the competition and increasing the extent to which the top inter county players participate every year.

1.2.4 Post Primary Camogie

The All-Ireland Post Primary Competitions offer the opportunity of eight national titles annually to schools. Four of these are at senior and four at junior levels, all graded A-D. The range of grades caters for varying playing standards and also facilitates wider participation.

1.2.5 Third Level Camogie

The competitions at third level also cater for the varying playing standards and 2015 was notable for the centenary of its blue riband competition, the Ashbourne Cup. This centenary was marked by a number of activities.

Former Camogie Association President, Mary Moran, published a history of the Ashbourne Cup.

An event at the GAA Museum was hosted by the third level education council Comhairle Chamógaíochta Ard Oideachais.

A celebratory dinner was also held on the eve of the All-Ireland Camogie Finals in Croke Park, under the stewardship of CCAO Life President Brídín Uí Mhaolagáin.

A separate report on third level Camogie by CCAO is provided in the 2015 National Camogie Committee Reports to Congress.

1.3 Refereeing and Referee Support and Development

The National Referees' Committee continued its work in 2015 in relation to

fitness testing, performance assessment, hosting technical briefings, hosting a referee forum and running a number of referee education courses.

A new Referee's Pathway was published in March 2015 in accordance with the requirement of the outgoing National Development Plan *Our Game Our Passion*.

As the publication notes, several of the component elements of the Pathway are to be developed. From 2016 onwards the Association will now work with this framework to put in a place a stronger and more structured and developmental approach to recruitment, training and supporting referees.

A further report is included in the 2015 National Camogie Committee Reports to Congress.

This National Committee was chaired by the late Peter Downey RIP. The Uachtarán has paid tribute to Peter in her foreword to this Report. I also wish to do so; to record my sadness on Peter's passing; to acknowledge and recognise his enormous contribution to the promotion and development of Camogie refereeing and to appreciate his ever present enthusiasm for the game and his ever present courtesy and good humour. Our thoughts are with his wife Geraldine and his family. Ar dheis Dé go raibh a anam.

The 2015 All-Ireland Camogie Finals were notable on two fronts from a refereeing point of view.

The Intermediate and Premier Junior Finals were refereed by Jenny Byrne and Gráinne Coulter and Ray Kelly refereed the senior final. It was the first time for many years that females took the whistle in two All-Ireland Camogie Finals at Croke Park.

Secondly all three were the first Camogie referees to work with the Hawkeye Score Detection System. This was successfully introduced in September 2015.

1.4 Player Welfare

1.4.1 Anti-Doping

The policy of the Camogie Association is that doping is contrary to the spirit of fair play and all members have a responsibility to ensure that our sport is free of doping.

All members of county panels taking part in the Senior Championship (O'Duffy Cup) are subject to testing in competition, (i.e. at any senior championship match). It is the responsibility of players and team management to make themselves aware of the WADA list of prohibited substances and the Irish Anti-Doping Rules.

An Cumann Camógaíochta plays a pivotal role in ensuring that senior players and the relevant management teams are informed and educated about anti-doping rules.

A link to the Sports Ireland Anti-Doping information is published on www.Camogie.ie.

An Cumann Camógaíochta has appointed an anti-doping officer who is the primary liaison person between the Anti-Doping Unit of Sports Ireland and An Cumann Camógaíochta. The Anti-Doping Officer is responsible for the distribution of education materials such as the Wallet Card to our members and particularly to those who will be affected by the anti-doping programme i.e. senior inter county players.

This is done by facilitating information sessions for senior county panels and their support personnel, before the start of the championship season. County boards should avail of these information sessions in order to ensure all relevant members are suitably informed.

It should also be noted that a substantial amount of misinformation exists regarding optimal strategies for achieving peak athletic performance and health. There is no substitute for matching good food intake with nutrition needs. Sports supplements are commonly used by athletes in the hope of maximising the

benefits of participating in sport. But it must always be remembered that there are risks associated with their use and they should never be seen as a substitute for good nutrition.

Several studies have shown that a significant proportion of supplements available on the market are contaminated with substances which are on the WADA Prohibited List. Under WADA's strict liability rule, players are responsible for any substance that may be found in their bodies. It does not matter how it got there.

There were four "in competition" tests carried out last year (2015) in Camogie. These tests were carried out by Doping Control Officers on behalf of Sport Ireland. All four tests were negative. By working together to educate our players, coaches, support personnel and officials we can ensure that Camogie remains a clean sport.

1.5 Player Recognition

1.5.1 Inaugural Players' Player of the Year

During 2015 The Camogie Association and the WGPA (Women's Gaelic Players Association) joined together to launch the inaugural Camogie Association/ WGPA Players' Player of the Year sponsored by Liberty Insurance.

The awards were presented at the 12th annual Camogie Association All-Stars Awards sponsored by Liberty Insurance. The Players' Player of the Year honoured the outstanding achievement of an individual player in the Senior, Intermediate and Junior championships.

Gemma O'Connor (Cork); Patricia Jackman (Waterford) and Kate Nolan (Carlow) were the inaugural winners. Players who were members of an inter-county panel, participating in the 2015 All-Ireland Championship were invited to vote on their player of the year, based on the respective grade they play in. Players could not vote for a member of their own team.

1.5.2 Our Game Your Game and Player Ambassadors

The Association continued the second year of its campaign *Our Game Your Game* that promotes players during the All-Ireland Championship series. It also supported commercial and charitable organisations in selecting and promoting Camogie players as part of the various national marketing initiatives.

The campaign includes innovative photography accompanied by a narrative that informs about the players and their lives. An example is shown in the Irish Examiner article opposite which was published in January of this year.



ARTICLE FROM
THE IRISH
EXAMINER |
1.01.2016

SNAP CHAT

Photographer:
Billy Stickland (Inpho)

Picture story:
Kilkenny Camogie
player Katie Power
at the launch of the
Camogie All-Ireland
Championships in
Dublin.

Equipment:
Canon 1DX, with
24-70mm lens and
Profoto lights.

SHOOTING BLIND OR WINNER ALL THE WAY?

“We’d been working closely with the Camogie Association and we were keen to get away from any existing preconceptions of a Camogie player to a more urban, street cred image - more modern, I suppose, and that was where we were coming from with this picture. The emphasis in those shots was on that urban feel - that the players had to wear their street clothes, to look fashionable and modern.

They’re great athletes, obviously, but they’re also really interesting people - Aisling Thompson from Cork, Katie herself - and we wanted to convey that. We set up the shot and added in a few things like setting the hurley on fire as well. That wasn’t too complicated, just a little bit of petrol on the end of the stick and lit it - it’s not a serious fire or anything - and it worked well in the shot.

You can see, too, there’s a corner of Croke Park visible down the alley, which was deliberate - we wanted to convey a little hint, almost a subliminal clue, of what was at stake while maintaining that street element in the picture, The graffiti about ELO? That’s just a coincidence.”

HOW DOES IT COMPARE TO OTHER MEMORABLE PICTURES YOU’VE TAKEN?

“The point is to create something fresh - when you’re doing action photography at a game or a sports event you’re at the mercy of what happens, and everyone who’s there has the same equipment; the decisive moments at that event are going to be captured by all the photographers, so it’s hard to get something that’s unique. With this it’s different, obviously - you decide the location, the equipment, you come up with the idea behind it, all of that, so clearly it’s different from action photography because you’ve prepared and created the entire shot. Because of that element of control it’s more satisfying for me than, say, getting a great picture of a try at a rugby game. That’s great, but you don’t have as much control over what’s happening in those circumstances. We set up the Katie Power picture, she bought into it, and it worked out very well, so there’s a lot of satisfaction in that.”

Interview: Michael Moynihan



Section 2: Participation

Under the outgoing Plan *Our Game Our Passion*, the Association implemented a dual participation strategy over the past five years. This supported existing clubs while also sought to expand participation schools and in newly established clubs. The Association's focus on devising and implementing participation initiatives that emphasise fun and enjoyment, particularly in players' early years received very favourable commentary in the consultation exercise undertaken to inform the production of our new Development Plan *Our Sport Our Future*.



2.1 Participation Initiatives

2.1.1 Camogie National Hurl with Me Programme

Twenty four Camogie clubs took part in a National 'Hurl with Me Programme' in 2015.

The programme lasted 6 weeks and involved a tutor taking an hour long session each week with the parents of the 7-10 year olds in each of the participating clubs. During the hour the tutor demonstrates to the parents the various skills of the game with the parents trying out the skills and also learning the basics of how to coach skills.

The aim of the programme is that parents will increase their knowledge of the sport while also performing the skills at home with their daughter.

For the club the objective of the programme is that they increase the number of parents involved in coaching/administration or other important club duties.

The 6 week programme culminated with a national day in Commercial

GAA in Dublin on June 6th sponsored by the National Dairy Council. On this day clubs participated in a game of two halves where daughters played the first half and parents played the second half. Twenty two clubs attended on the day with 400 parents and 450 daughters participating.

2.1.2 Hurl Smart Week

Fifty nine Camogie clubs from around the country took part in 'Hurl Smart Week 2015' in June 2015.

The aim of Hurl Smart Week is that Camogie clubs would join with their local GAA club and community in getting everyone active for the week through the medium of Camogie and other fun activities.

Clubs ran a number of events throughout the week such as solo relay races, obstacle course, wall ball competitions, skill tests and talks on nutrition and fitness.

Other clubs came up with very interesting and novel ideas as part of their programme for the week such as Picnic in the Penalty Spot and Hang out and Hurl.

2.1.3 Provincial U12 Blitzes & Camán to Croker 2015

One hundred and fifty clubs from 27 counties took part in the under 12 provincial blitzes in 2015.

3,750 girls in total played in blitzes held in 4 provincial venues.

Camán to Thurles took place in April in Semple Stadium with 48 clubs from 6 counties taking part on the day.

Camán to Ulster took place in May in Newry, Down with 35 clubs from 8 counties participating.

Camán to Connacht took place in May in Pearse Stadium with 24 clubs from 3 counties.

Camán to Tullamore also took place in May in O Connor Park, Tullamore with 43 clubs from 11 counties participating.

Clubs that registered for their provincial days were included in the draw to attend the Camán to Croker Day on 7th July.

Sixty four Camogie Clubs attended the Camán to Croker day in Croke Park in association with Torpey Hurleys. This

day is for under 12 Camogie teams from around the country. These teams were drawn from provincial days and 10 clubs that ran successful Hurl Smart Weeks were chosen.

1,150 girls played Camogie in Croke Park on the day.

2.2 Underage Camogie Development Models for Under 15 and 14

The National Blitz competition for Under 15 squads for phase 1 counties took place in Kilkenny in August.

This is the second year of a competitive tournament at this age group.

Thirteen teams from ten counties took part in the competition held over 3 venues in the city. Kilkenny defeated Cork in the Cup Final on a score line of 4-8 to 0-2.

Dublin B defeated Kilkenny B on a score line of 3-1 to 0-3 in the Shield Final.

The National Blitz competition at under 15 level for phase 2 counties took place in October in Trim. 10 counties took part in total.

Offaly won the cup on day defeating Cavan on a score line of 3-4 to 0-2. Donegal won the shield competition defeating Roscommon on a score line of 1-3 to 0-1.

Over 1,200 girls participated in the national under 14 Blitz Competition in Dublin on Saturday 12th September.

Fifty one teams from 29 counties took part in the competition across 5 divisions. 8 clubs in Dublin hosted the competition including Ballyboden, St.Annes, Thomas Davis, Ballymun, Trinity Gaels, Craobh Chiarain, Innisfails and Naomh Mearnóg.

Results from the 5 divisions:

- Division 1: Cork 1-5 - Tipperary 0-3**
- Division 2: Antrim 1-9 - Kilkenny 2-5**
(After extra time)
- Division 3: Laois 2-4 - Galway 0-4**
- Division 4: Cavan 4-9 - Donegal 0-0**
- Division 5: Kildare 3-1 - Tyrone 0-0**

All Under 14 teams were invited to the All- Ireland Finals in Croke Park on Sunday the 13th September to parade on the pitch at half time of the Liberty Insurance Intermediate final.

2.3 Camogie in the Education Sector

2.3.1 Primary school level

To expand and support participation in Camogie at primary school level, specific coaching initiatives, participation blitzes and targeted activity with Cumann na mBunscoil activity took place in Roscommon, Westmeath, Monaghan, Wicklow, Longford, Armagh, Tyrone. This involved 136 schools and 2,086 girls.

A third level coaching initiative with a club school link took part in five counties, Limerick, Tipperary, Waterford, Donegal and Antrim. This involved 3,033 girls being coached over a 13 week period.

2.3.2 Post Primary level

A range of school blitzes and coaching and refereeing courses Senior Cycle students were undertaken throughout 2015. The Spórt agus Spraoi initiative that supports post primary students to be enjoy Camogie while being introduced to the facilities and opportunities at in third level institutions also took place.



Fifty two schools and 563 girls were involved nationally.

2.4 The 5th Legends Tournament/Biddy Phillips Cup

The 5th Legends tournament took place in Na Fianna Club in Dublin February. Sponsored on this occasion by the Croke Park Hotel, this is a seven a-side competition for players aged 35 and over who have retired from inter county Camogie.

Six county teams took part in the event from Dublin, Derry, Antrim, Galway, Tipperary and Cork. Tipperary retained the Biddy Phillips Cup defeating Galway in the final. Antrim defeated Derry in the shield competition.

2.5 Camogie at International Level

In 2015 Camogie continued to consolidate and in some areas expand its presence in countries abroad. Several counties establish new adult Camogie activity including the Middle East while club bases in Britain, Canada, Australia and the US expanded.

The growth of Camogie for players aged under 18 is a key requirement for the sustainability of a future game abroad.

The Continental Youth Championships in North America continue as a flagship of underage Gaelic games activity and were attended again this year by the Association's Uachtarán.

Camogie made its first tentative steps to participate in the All Britain Championships (ABCs) for under age players. With the newly established Camogie Board Britain and with the support of the GAA British Provincial Council and Britain's GAA twinning partner, Ulster GAA I would hope to see the Camogie presence strengthen at the ABCs over the next five years.

The World Gaelic Games series comes to Ireland in August 2016 and this is a great opportunity to celebrate the international game and for Irish based clubs and counties to link with their counterparts abroad.

2.6 EU Week of Sport

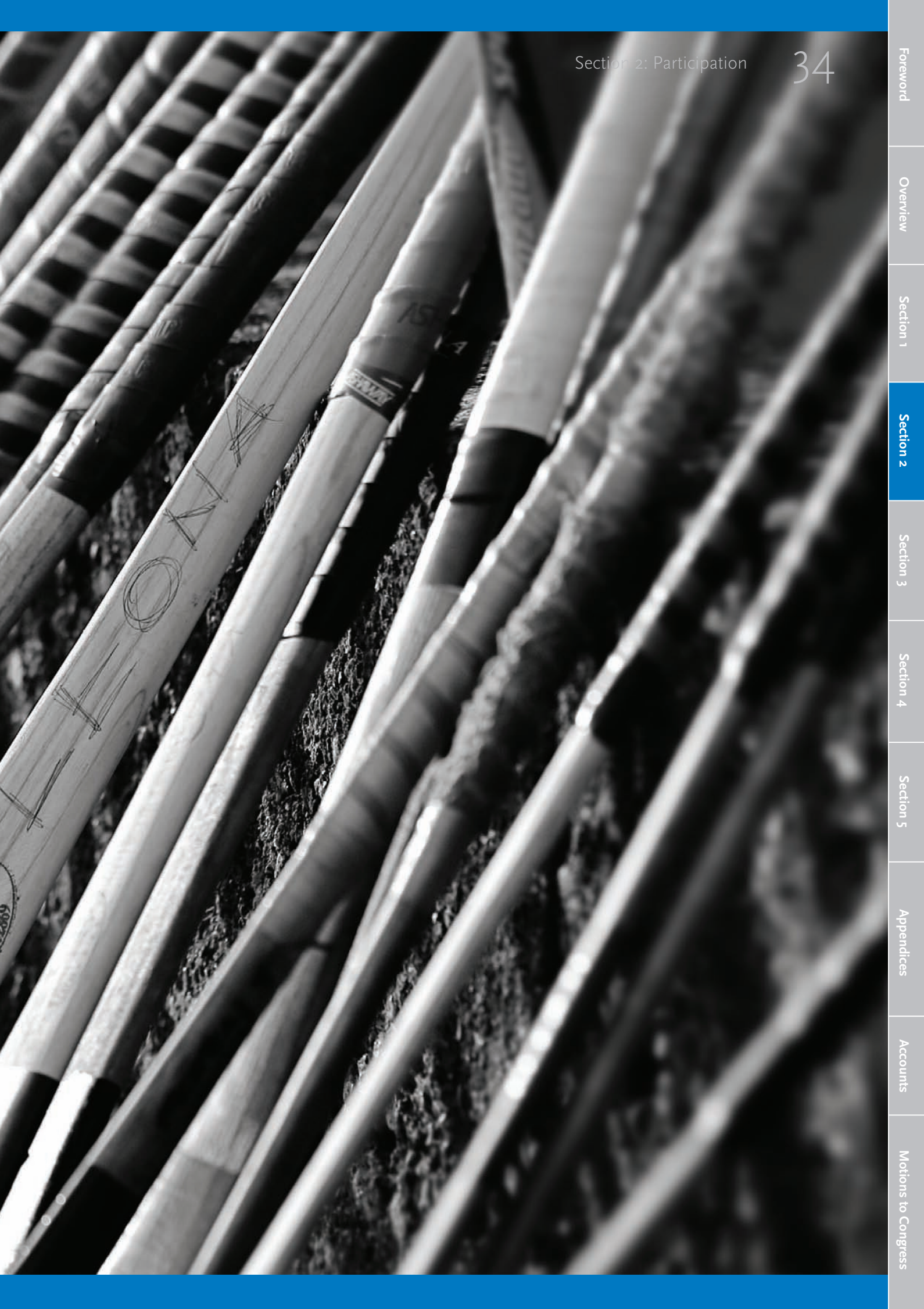
The Irish Sports Council (now Sport Ireland) invited the Camogie Association to take part in a sporting exhibition in Brussels as part of the

European Week of Sport in September.

A European Sports Village was set up in the square in Brussels with a number of EU countries promoting their traditional games over the week. The exhibition consisted of an information stand indoors and a practical area in the square. Brussels Camogie and Hurling club provided personnel over the week to help out with the Camogie/Hurling practical sessions. A number of children and adults participated in the Gaelic games practical sessions with the local club providing an outlet for those who wished to participate further.

The Association also partnered with Cycling Ireland to promote the All Ireland Finals and participation in the Great Dublin Bike Ride on All Ireland Sunday.

The EU week of Sport will continue to be an annual event due to the success of its inaugural year in 2015. #BEACTIVE





Section 3: Volunteer Support And Development

Volunteers within the Association fulfil many roles including refereeing, coaching, mentoring and administration.





3.1 Officer and Administrative Training

In 2015 there was an increase in the level of training provided through national programmes to provincial, county and club officers and administrators.

These focused on supporting people to implement the Servasport membership registration system and running a series of regional workshops on the Official Guide Part IV (THDC Mandatory Procedures).

For the latter, a new interactive training module was specifically developed which received very positive feedback. Workshops were also undertaken with county PROs and Treasurers.

A number of Provincial Councils and county boards were funded by Ard Chomhairle to run officer training events at local level.

3.2 Resources for Officers and Administrators

During the course of the year, new financial procedures for County Boards and Provincial Councils were developed and agreed. This document will now be published and a Treasurers' training initiative put in place to support its implementation.

3.3 Appreciating and Recognising Camogie Volunteers

Camogie volunteers were acknowledged in a number of ways during 2015. The National Volunteer Awards Dinner in Croke Park showcased the work of the volunteers from counties.

Karina Jones, Tulsk, Roscommon was the Camogie recipient of the GAA President's Award in 2015 while Marie Kearney, Cork was the recipient of the Síghle Nic an Ultaigh Award from the Camogie Association.

Annually the Association presents Media Awards to recognise the volunteer and media efforts to promote Camogie. The 2014 Awards were presented in February 2015 as follows:

PRO of the Year:
Kevin Holmes, Limerick

Match Programme:
London County Board

Local Newspaper:
The Clare People

Photographer of the Year:
Tom Russell

Social Media Award:
Clare Camogie

Special Project:
Buffers Alley Camogie Club Anniversary Project

Local Radio Station:
Clare FM

3.4 Supporting Officers at All levels is a Crucial Part of Camogie development.

The 'five year rule' where officers are required to step aside from their roles means that new officers will be in place in the many units in 2016. The implementation of this rule for the first time also means that there is now an outgoing officer group who are experienced and knowledgeable administrators. The transfer of this knowledge and support to new officers is very important.

The new Volunteer and Officer Development Committee are working on a core training module for officers that will give guidance around rules awareness and officer roles.

They are also working to support people to deliver the training locally and to link with the GAA's Club Officer Development Programme.

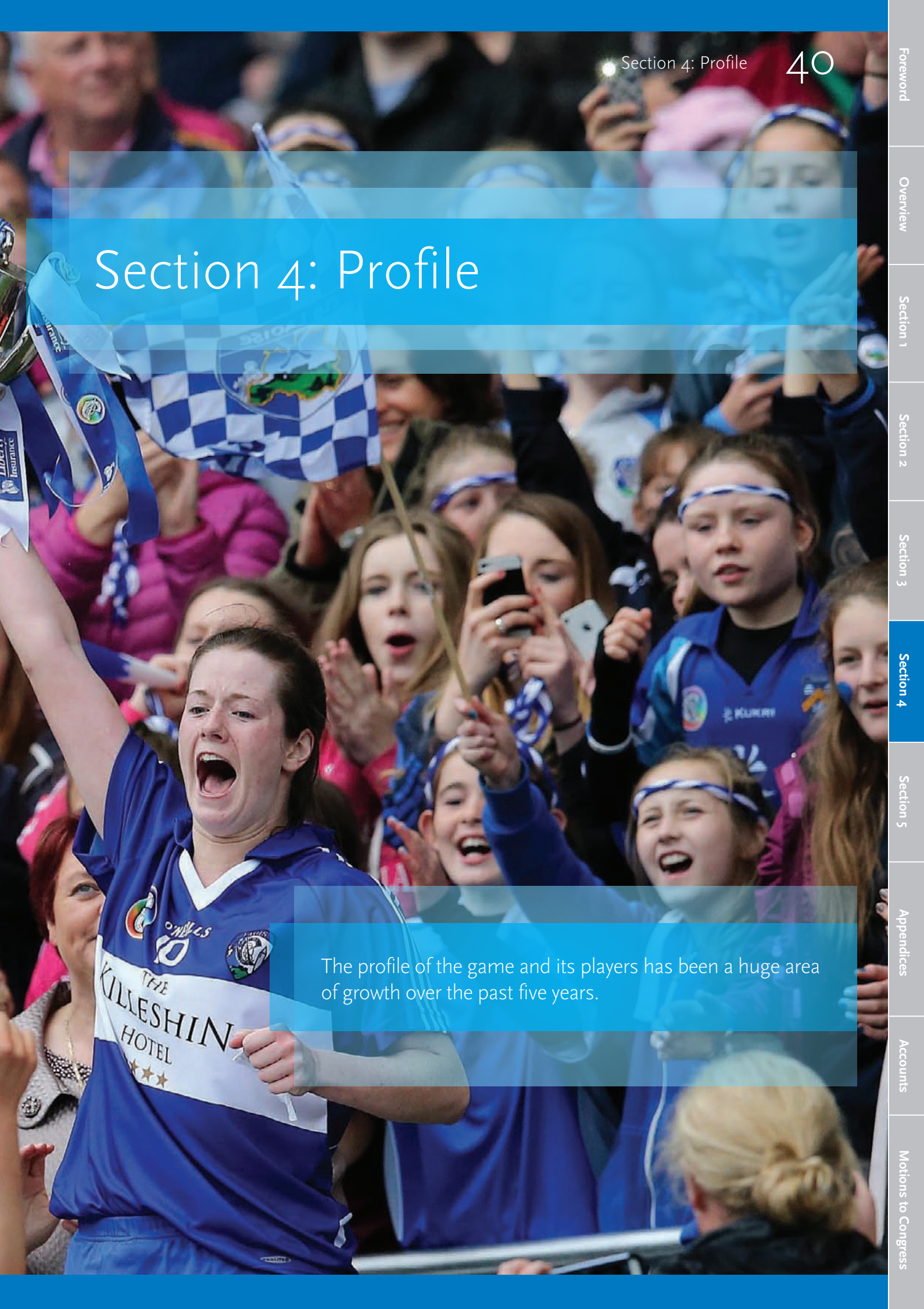
Up to now, this is an area that I think, has not received sufficient attention and I strongly support this work and look forward to it being rolled out in 2016 and beyond.

Volunteers of the Year 2013/14	
Leinster	
Offaly	Mary Spollen
Kildare	Brendan Kenny
Laois	Mary Dunne
Carlow	Linda Kenny
Westmeath	Jackie Jackson
Wexford	Ray Quigley
Dublin	Aoife Maguire
Louth	Anne Harrington
Meath	Christy Mangan
Kilkenny	Teresa Dillon
Munster	
Tipperary	Emily Hayden
Clare	Breda Daffy
Limerick	Sr Joan O'Regan
Cork	Deirdre Coleman
Ulster	
Antrim	Ciara McShane
Armagh	Bebe Devlin
Tyrone	Leona Gallagher
Down	Louise Clarke
Cavan	Charlie Galligan
Derry	Maria Bradley
Donegal	Nuala Lafferty
Connacht	
Mayo	Danny Buckley
Galway	Frank Duane
Roscommon	Ciara Moran



Section 4: Profile

The profile of the game and its players has been a huge area of growth over the past five years.





Priority 4: Profile

In 2015, the last year of the National Development Plan, *Our Game Our Passion*, work continued to expand this profile. The progress achieved was acknowledged in the consultation process for our new Development Plan *Our Sport Our Future* but there were also strong calls for more investment and priority to go into this area. The report below highlights the key activities and achievements of 2015.

4.1 Our Game Your Game 2015

2015 marked the second year of the promotional and marketing campaign *Our Game Your Game* featuring eight inter-county Camogie players, Ashling Thompson (Cork), Briege Corkery (Cork), Niamh McGrath (Galway), Sarah Dervan (Galway), Katie Power (Kilkenny), Edwina Keane (Kilkenny), Mary Leacy (Wexford), and Caoimhe Costelloe (Limerick).

The aim of *Our Game Your Game* 2015 was to continue to build on the positive

PR of the 2014 series by disseminating strong visual imagery of the chosen Camogie players and interesting content across print and online platforms.

The Irish Independent featured a weekly interview with a chosen player in addition to photography while content was also disseminated across our online channels and others including GAA.ie and the42.ie. Ensuring good media relationships and providing interesting content was key to the success of the campaign for the 2015 All-Ireland Series.

Our Game Your Game 2015 presented the players, through words and imagery, as powerful, committed athletes, combining work and study along with the demands of playing at the highest level for their county.

The 2015 series presented a group of Camogie players, as ambassadors for the game, and built further on changing the perception of the game and players in the eyes of the GAA public and general sporting public.

4.2 Analysis of Camogie in the Media

As part of a commitment to invest in research in order to better understand our commercial value, market trends and the perception of the game, the Camogie Association commissioned an evaluation of the 2015 All-Ireland Series. While this information is commercially sensitive, some of the findings, open to sharing, include the importance of regional papers and broadcasters to the promotion of the game, in addition to the impact of national print and broadcast.

Some of the key outcomes included:

- Regional publications accounted for 71% of the total press volume.
- Leinster & Munster were the leading provinces for regional press.
- Wexford and Cork were the strongest carriers of coverage, from a regional perspective.
- There was a 41% increase across online coverage, from 2014 figures.
- Broadcast output also increased by 19% from 2014 figures, across radio, TV and regional radio.

The above data is important information in the context of the value generated by the Association; the importance of maintaining a consistent level of PR output; the key role that our County PROS need to continue to play to generate regional PR. Research reports of this nature, are important in the context of continuing to make strides in the years ahead, and benchmarking our progress.

The 2014 UCD Market Research, in addition to the 2014 Media Analysis and 2015 report, demonstrate a commitment to investing in research to best inform the Association and to plan strategically. It is important that this continues.

4.3 Cairde Camogie

The Cairde Camogie ticket was launched in 2014 as part of the 110th year celebrations. The championship loyalty ticket represents fantastic value, to anyone who is a follower of Gaelic games and Camogie. The ticket costs €40 and allows entry to all rounds of the Liberty Insurance championship, including semi-finals and the triple header All-Ireland finals. The sales figures to date for Cairde

Camogie could improve, considering the excellent value the ticket represents for a whole series of games, versus the total costs of paying entry to games on a case-by-case basis.

In addition, for all counties, there is a 20% rebate on the sale of Cairde Camogie tickets in their own counties. The ticket was promoted as part of the 2015 launch series, and consistently across social media during the course of the Championship.

4.4 Growth of Social Media Profiles

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

Twitter (12,599) and Facebook (18,128) are the two mediums, used most frequently by the Association.

Our online YouTube channel, also featured excellent video content, owing to photo-calls and events throughout

the year, in addition to video footage from our weekly featured game on RTÉ the Sunday Game.

It was pleasing to see the level of activity that counties and clubs engaged in, on social media, in addition to various Camogie players.

However, the area of social media is underutilised by counties and clubs and it is an area where massive strides can be made for the promotion of the game.

The Social Media Policy handbook is a valuable resource for all County Administrators, and provides clear direction on how to engage with social media. It is anticipated that there will be a renewed focus on social media in terms of engaging County units to utilise this medium, in 2016.

4.5 Broadcast Coverage

This year's Irish Daily Star Division One League final was broadcast on TG4 as part of a double-header bill with the GAA Allianz Division One Hurling League Final. It marked the second consecutive year of the broadcast of the Division One Camogie final and



by pairing the game with the Division One Hurling Final, it allowed the game to not only feature as part of a live broadcast but also brought it to a wider GAA audience, who were in attendance, and also those who were viewing the game at home. Positioning Camogie along with GAA Hurling games, is an important element in securing live broadcasts.

The long-standing relationship with RTÉ Sport is vital to the promotion of the game. The significant audience figures of RTÉ The Sunday Game and RTÉ The Sunday Game Live serves to bring the game to a wider audience and our positioning on RTÉ The Sunday Game along with the GAA Hurling highlights packages and games ensures that we are viewed at peak times.

The strategy that the Association pursues with regards to increasing our broadcast output is an important consideration and is also included in the forthcoming National Development Plan.

The balance between committing to investing financial resources into securing increased broadcast coverage and investing resources into raising

our attendance levels at our games, is one that needs to be struck, and sustainability, long-term, must be at the core of this.

It must also be noted that the Association made a formal submission to the Department of Communications, Energy and Natural Resources in order to ensure that the All-Ireland Senior Camogie Final is designated as a free to air TV broadcast.

4.6 Commercial Arrangements

The Association is pleased to continue to work closely with our All-Ireland and All-Stars sponsors, Liberty Insurance, our club championship sponsors, AIB, our national league sponsors the Irish Daily Star, Torpey Hurleys, proud sponsors of the Camán to Croker series and the Croke Park Hotel, sponsors of the Legends tournament.

The involvement of our commercial partners in the promotion of our games is vital and the investment, in particular by both AIB and Liberty Insurance into respective promotional campaigns has

served to portray the game of Camogie in a new light and has been innovative in the way the game is represented. The excellent print coverage provided by the Irish Daily Star, sponsors of our leagues since 2010 is also vital.

Maintaining strong relationships with current commercial partners but also attracting new brands to the Association is a challenge. In light of the wider discussion around women in sport and the heightened interest in, increasing female participation in sport, there is now a greater interest demonstrated by commercial brands in female sport.

The Association, as part of the new National Development Plan, must strongly consider, how to position itself most strongly as an attractive commercial entity and investment is required in this area, in order to remain relevant in a competitive market.

4.7 Child Fund and the Camogie Association

The Camogie Association were pleased to announce Child Fund as their chosen charity in July 2015. Child Fund Ireland's

mission is to work internationally to develop an enabling environment where children's basic needs are met and their rights are promoted and respected.

The Camogie Association announced a joint initiative with Child Fund, called the Dream Bikes initiative and this will be rolled out to Camogie clubs during the year with a series of events, encouraging clubs to raise €100 towards the cost of purchasing a bicycle for children in countries in which Child Fund work.

The Association is also pleased that four top inter-county players, Mags D'Arcy (Wexford), Sarah Dervan (Galway), Fionnuala Carr (Down) and Aoife Murray (former Cork goalkeeper) have committed to act as ambassadors for Child Fund during the course of the partnership and will promote the work of both organisations.

4.8 Licensing

The Association has signed licensing arrangements with O'Neill's, Kukri Sports, Intosport, Azzurri, Cuchulainn Sports and Masita for the licensed

reproduction of the Camogie logo on skorts and jerseys, as per the official rule in the Association Rule Book. It is the responsibility of all county and club units to negotiate with the respective suppliers, in order to gain the best value for money, for their respective unit.

4.9 Attendance Figures

This year's All-Ireland Camogie Finals were viewed on television by a peak average audience of 305,000 while over 16,000 people were in attendance in Croke Park to watch Cork collect their second consecutive All-Ireland senior title.

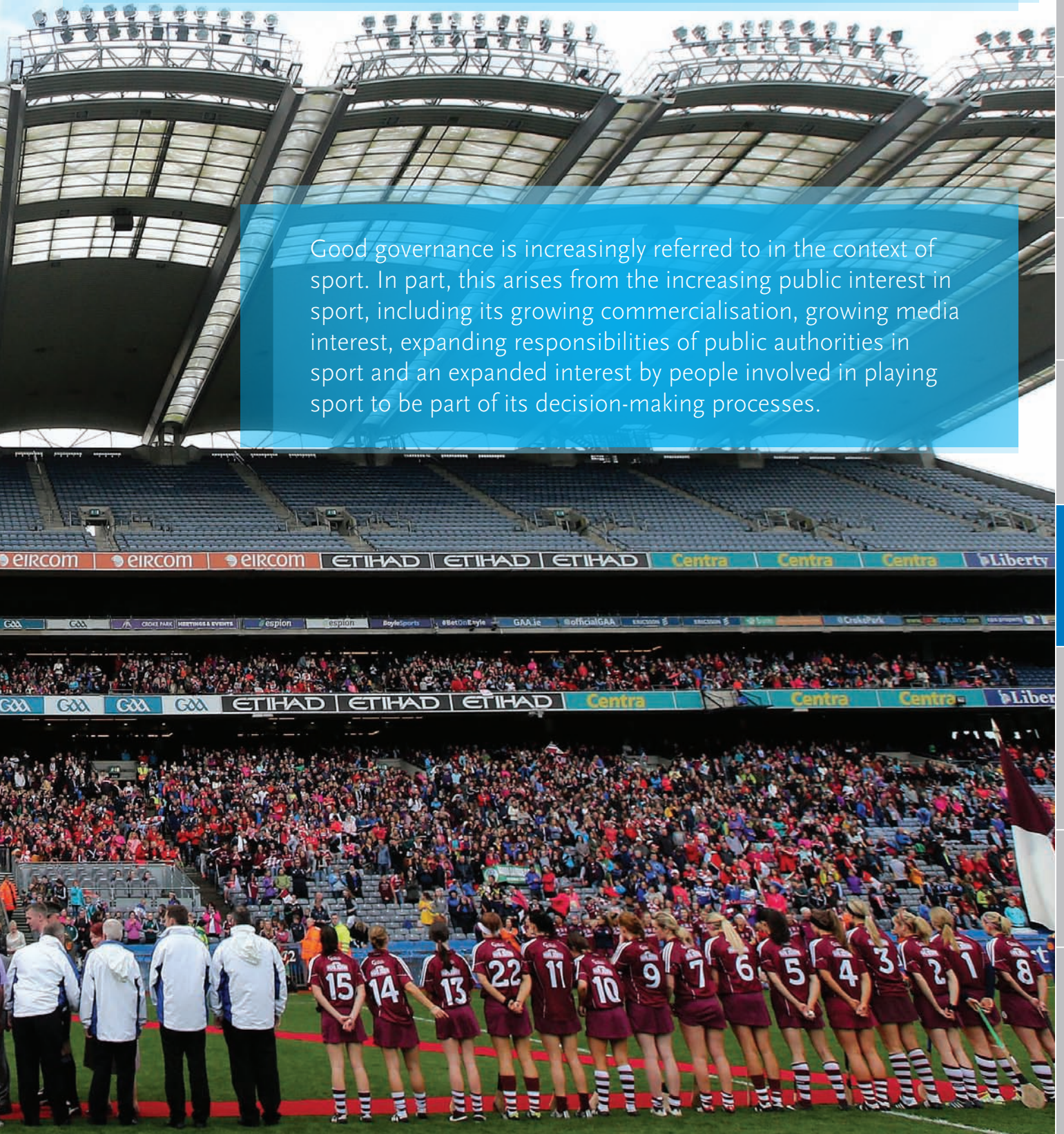
The increase in attendance levels was particularly pleasing in viewing of previous years, when attendances had dipped. However, much work remains to be done in order to bring this figure up to a consistent level.

Increasing attendances, not only at the All-Ireland finals, but at games throughout the year, is a priority for the Association and it is imperative that first and foremost members of the Association, come and support their own games.



Section 5: Governance And Organisational Development

Good governance is increasingly referred to in the context of sport. In part, this arises from the increasing public interest in sport, including its growing commercialisation, growing media interest, expanding responsibilities of public authorities in sport and an expanded interest by people involved in playing sport to be part of its decision-making processes.



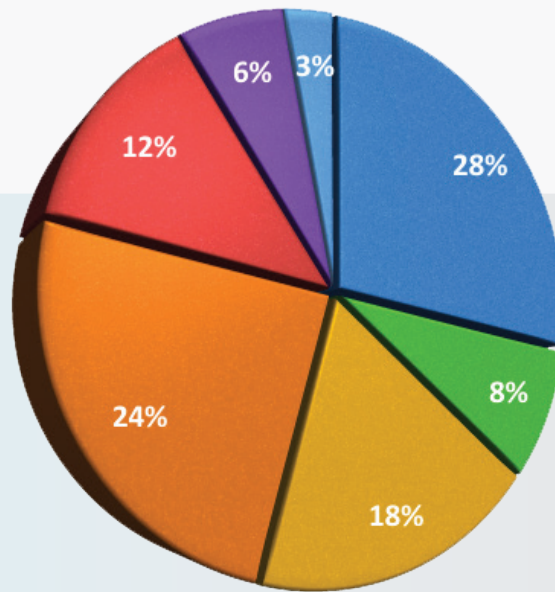
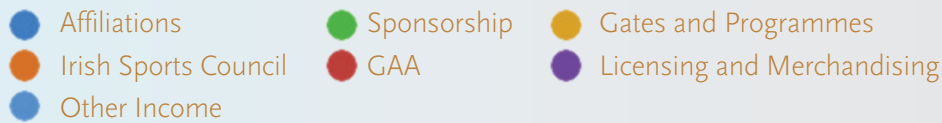


Fig 2: Income Sources 2015



5.1 Financial Management

The Association's audited accounts for 2015 are presented elsewhere in this Report.

The accounts demonstrate the success in the past year primarily due to increased income from our affiliations, merchandising sales and income from admission costs to matches (gates).

Significantly, this is the first year that over 60% of the Association's income is self-financed (from 52% in 2014).

5.1.1 Automated Collection of Affiliations

In March 2015 the Association rolled out an automated collection of affiliations fees via the Servasport Registration System and PayPal.

This was rolled out across all counties and all clubs across Ireland. Training was completed in four provinces in March 2015 and the system. As with all systems there were teething problems but the co-operation and support of administrators was very important in

making the introduction of the system very successful.

The system brings strong internal controls to the financial aspect of registrations and affiliations at all levels. It also brings full transparency to the numbers registered and their profile.

5.1.2 Indebtedness Review

The Association examined the accounts of County and Provincial Units to establish the extent to which these units were in debt. A number of County units had debt levels relating to day to day costs while others had debts related to capital projects. No Provincial Unit was in debt.

The variation in the presentation of the accounts was one of the issues arising from this process. Templates were developed and issued to all units for a more uniform presentation of accounts in the future.

5.1.3 Financial Procedures for County and Provincial Units

Under Rule 22.3 of the Official Guide Part 1 all county boards and education

councils are obliged to comply with financial procedures as agreed by Ard Chomhairle.

These procedures were developed during the course of 2015 and will extend also to Provincial Units. They were published in February 2016.

Their implementation will be supported by a number of training initiatives with County and Provincial Treasurers.

5.2 Stronger Income Revenue

Sport Ireland and the GAA are important funders of our game. Between them they contribute over €500,000 the Association's activities. In addition to the stronger income revenue at all levels from membership and affiliations, the Association at national level, worked to diversify its income base further in 2015.

5.2.1 Merchandising Sales

Merchandising was first tested in 2014 through the introduction of merchandising at a number of our national participation initiatives.

Building on this evidence of demand for merchandising, the Association expanded sales in 2015 by promoting our product at all participation initiatives throughout the year.

Under the new Development Plan *Our Sport Our Future*, the Association is committed to further expanding the revenue possibilities of merchandising.

5.2.2 Collection of Gates at Games

In 2015 the Association continued to roll out a more formalised system of gate collection in a range of games and in particular at senior championship games.

These systems have assisted to improve returns from games while also facilitating better record keeping of attendance figures. This data can now be used to measure levels and trends in attendance at games and also to assess, over time, the impact of some of our marketing and promotion techniques.

Notably in 2015, the Association achieved a 30% increase in attendance at the All-Ireland Finals in Croke Park. This was achieved with the support of additional investment in ticket promotion, particularly promotion to clubs.

5.3 Risk Management/ Statutory Compliance

Managing risk is a key element of good governance. In 2015 the Association worked on finalising risk management policies on:

- working alone
- driving at work and
- handling cash.

These three policies will be rolled out in 2016. The development of a data protection policy also commenced in 2015 based on relevant legislation. This is due for roll out in 2016.

The Association also complied with new registration requirements under the Lobbying Act.

5.4 Child Welfare

The development of joint procedures across the three Gaelic games Association's for the promotion and administration of child welfare is an excellent example of the Associations' aligning policy and procedures from club to national levels. This process is being embedded now and a series of information and training events continued to be rolled out. It remains again a concern that some units are without Children's Officers.

This requires urgent attention and all unit Executives in this position should remedy the situation immediately by appointment appropriate personnel, in accordance with the Official Guide.

5.5 THDC Procedures Review

The procedures relating to transfers, hearings and disciplinary issues was reviewed in 2015.

An updated version of this published in the Official Guide Part IV. Four workshops for THDC members and county and provincial officers were completed to orientate people to the new procedures.

These procedures will continue to improve by learning from the experience of implementing them and from the legal and administrative points evident in decisions by the Disputes Resolutions Authority as they arise.

5.6 Investing in Clubs, Counties and Provinces

For a number of years the Association has directly and indirectly supported investment in the grassroots

development of the sport at club and county levels. It has also administered a Provincial Council Development Grant.

Following consultation and review, a new interim process of grant aid was administered in 2015 whereby development proposals from a number of counties were directly grant-aided by Ard Chomhairle.

Provincial Councils were then also grant aided to support development initiatives in the remaining counties.

Provincial Councils also received an administrative grant from Ard Chomhairle for the first time.

As mentioned above in 5.1.1 clubs administered the new affiliation registration system, Servasport this year. The transactions costs for the use of Paypal for the payment of affiliation fees was not transferred to clubs but absorbed by Ard Chomhairle in 2015.

This is budgeted to continue for 2016. The earlier report on coach education in Priority 1 highlights that over 600 coaches were accredited in 2015. Ard Chomhairle provides an annual subsidy to reduce the costs of such training for clubs.

In 2015 clubs were also offered the opportunity to benefit from a €200 subsidy against the cost of purchases from the Association's licensed suppliers. €74,000 of a €100k fund has been applied for and allocated to date and the deadline for same is May 2016.

In recognition of the costs of participating in a national fixtures programme Ard Chomhairle agreed to new funding of €1,000 in 2015 to each county who completed their national fixtures. 13 county boards received this. Similarly there are additional costs associated in participating the final stages of All-Ireland Finals and grants to finalists were increased by Ard Chomhairle in 2015.

A full list of expenditure is outlined in Appendix 4.

5.7 Appreciations and conclusion

The administration of a volunteer-led, professionally managed governing body requires lots of energy, enthusiasm, expertise and know-how.

This is in abundance at all levels of the Association, under the leadership of Uachtarán Catherine Neary, who has just completed the first year of her three year tenure.

Following's the commencement of the Uachtarán's term, new national sub committees were appointed. These have worked effectively particularly in relation to resource management, competitions management, refereeing, coaching and games development, child welfare, All Ireland post primary schools competitions, All Stars, volunteer development and communications and marketing, and dealing with hearings and disciplinary issues.

This endeavour and expertise at national level is replicated at other levels of the Association and by the Association's staff.

May I acknowledge and thank the Uachtarán and each person on these Committees for the effort and achievements of 2015 and for their support to me and the national staff team.

May I extend special thanks to the National Development Plan Steering Group and consultant Maeve Buckley from Lineupsme, who in a very challenging timeframe, produced a new road map for the Association, *Our Sport Our Future*, from 2016-2019.

I look forward to working with the new player welfare committee and the new Strategy Implementation Group both of whom have just been appointed.

I would particularly like to thank the contribution of each staff member, all whom I know care passionately about our sport and about its future development. The staff ethos is to be the best we can be and this is allied with a commitment to being professional, innovative and adaptable to changing circumstances and demands. In 2015 this was once again exemplified.


May I also record appreciation to my counterparts Páraic Ó Dufaigh and Helen O'Rourke and their staff teams with whom Camogie enjoys strong and positive relationships.

In sport, the players rightly receive the honours but each performance is always dependent on so many others.

The volunteer/staff model draws from everybody's contribution to that a greater goal is reached and as far as possible, everybody's skills are called on.

As individuals or as individual units of the Association none of us would be able to accomplish the goals of the organisation as well as we do.

Our interdependency is our strength and harnessing this even more is crucial to realise the ambition of our next plan, *Our Sport, Our Future 2016-2019*.



Joan O'Flynn
Ard Stiúrthóir





Appendices



Appendix 1: Ard Chomhairle and attendance at 2015 meetings



Ard Chomhairle 2015/16.

Back row l. to r. Miriam O'Callaghan, Mary Connor, Rachel Hogan, Kathleen Woods, Geraldine McGrath, Marion Graham, Bridghidin Heenan, Phyllis Breslin. Front row l. to r. James Moynihan, Joan O'Flynn, Catherine Neary, Eamonn Browne.

Missing from picture: Bróna McIntyre, Marie Kearney, Fiona Hamilton.

Name	Role	Number of meetings attended
Aileen Lawlor	Outgoing Uachtarán (until Congress 2015)	4
Catherine Neary	Uachtarán (from Congress 2015)	11
Joan O'Flynn	Ard Stiúrthóir	11
Marie Kearney	Secretary & Munster Delegate	8
Miriam O'Callaghan	Treasurer	9
Fiona Hamilton	Vice President & Connacht Chairperson (from Congress 2015)	7
James Moynihan	Vice President & Munster Chairperson	11
Bridghidin Heenan	Ulster Delegate	8
Rachel Hogan	Vice President & Leinster Chairperson	7
Marie O'Brien	Outgoing Vice President & Connacht Chairperson (until Congress 2015)	4
Phyllis Breslin	Trustee	11
Mary Connor	Leinster Delegate	9
Kathleen Woods	Vice President & Ulster Chairperson	8
Geraldine McGrath	Connacht Delegate	11
Eamonn Browne	Coaching and Games Representative	9
Bróna McIntyre	PR and Communications Representative	6
Marion Graham	Trustee	10

Appendix 2: Staff

National Association	
Ard-Stiúrthóir	Joan O'Flynn
Director of Camogie Development	Mary O'Connor
Director of Finance	Paula Bruen
Director of Communications & Marketing	Vacant
Operations Co-Ordinator	Cian Nelson
National Competitions Administrator	Liz McGuinness
Office & Communications Administrator	Caroline Fitzsimons
Finance Administrator	Fiona Balfe
Regional Development Officers	
Projects and Initiatives Co-ordinator	Caroline Murray
Donegal, Fermanagh, Derry, Antrim, Monaghan RDO	Clare Dowdall
Louth, Cavan, Armagh, Down, Tyrone RDO	Brian Laverty
Dublin, Wicklow RDO	Eve Talbot
Laois, Carlow, Kilkenny, Wexford, Kildare RDO	Patrick Mullaney
Westmeath, Meath, Longford, Offaly RDO	Lizzie Flynn
Connacht RDO	Yvonne Byrne
Munster RDO	Kathleen Egan
Occasional Roles/Volunteers	
Garda Vetting Officer	Ray Quigley
Match-Day Co-ordinator	Bronagh Gaughan
Anit-Doping Officer	Mairéad Ní Mhaoileoin
Match Results Co-ordinator	Sharon Hutchinson
Ulster Camogie Council employed staff	
Administration Manager	Ronan McCarthy
Talent ID and Coaching Officer	Niall Jackman

Former National Staff (who left since Congress 2015)

Claire Egan, formerly Director of Communications and Marketing.

Ger Gribben, Ross Corbett and Lisa McAliskey, former Regional Development Officers.

Seán Magee, Zoe Smith, Intern Support.

Appendix 3 Torthaí na gComórtas/Competition Results 2015 Appendix 3: National Competition Results 2015

Competition	Winners	Runners-Up	Referee	Player Of The Match
Senior Championship	Cork 1-13	Galway 0-09	Ray Kelly	Orla Cotter
Intermediate Championship	Waterford 2-09	Kildare 1-05	Jenny Byrne	Lorraine Bray
Premier Junior	Laois 2-12	Roscommon 1-06	Gráinne Coulter	Louise Mahony
Junior A	Carlow 0-14	Kerry 0-03	Richard McNicholas	Eleanor Treacy
Minor A	Kilkenny 3-09	Tipperary 1-12	Ray Kelly	Kellyann Doyle
Minor B	Meath 4-10	Derry 2-10	Philip McDonald	
Minor B Shield	Laois 0-13	Antrim 0-07	Julie O'Neill	
Minor C	Roscommon 2-06	Armagh 0-04	Pat Kehoe	
Minor C Shield	Cavan 2-06	Monaghan 0-04	Peter Dowd	
U16A	Galway 3-15	Cork 0-08	Liz Dempsey	Carrie Dolan
U16B	Waterford 2-08	Dublin 1-07	Justin Heffernan	Kaeisha Tobin
U16C	Westmeath 7-11	Antrim 1-02	Aoife Woods	Hannah Core
Junior Interprovincial title	Ulster 3-16	Munster 1-10	Jenny Byrne	Niamh Mallon
National League Div 1	Galway 2-15	Cork 2-12	Owen Elliot	Niamh Kilkenny
National League Div 2	Waterford 3-10	Laois 2-05	Eamon Cassidy	Beth Carton
National League Div 3	Carlow 0-12	Dublin 1-07	John Dermody	Kate Nolan
National League Div 4	Kerry 1-12	Meath 1-04	Michael Ward	Michelle Costello
All-Ireland Senior Club 2014 Final	Oulart -The Ballagh 3-13	Mullagh 0-07	Cathal Egan	Stacey Redmond
All-Ireland Intermediate Club 2014 Final	Piltown 1-10	Lismore 1-09	Peter Dowd	Kellyann Doyle
All-Ireland Junior Club Final	Johnstown Bridge 2-10	Athleague 0-07	Eamon Cassidy	Louise Codd
Ashbourne Cup	Waterford IT 2-12	University of Limerick 0-12	Jenny Byrne	
Ashbourne Shield	University College Dublin 4-07	Dublin City University 3-03	Karl O'Brien	
Purcell Cup Replay	Mary Immaculate College 1-12	Dublin IT 0-08	Ray Kelly	
Purcell Shield	Maynooth University 2-10	Queen's University 2-07	Jenny Byrne	
Fr. Meaghair Cup	IT Carlow 2-10	St Mary's Belfast 1-10	Gerry McGough	
Fr. Meaghair Shield	Trinity College Dublin 2-14	Dublin IT (B) 0-08	Philip Cullen	
Ó Maolagáin Cup	Limerick IT 1-10 v	University of Ulster Coleraine 0-0	Karl O'Brien	
Ó Maolagáin Shield	St. Pats Thurles 2-04	Marino 1-0	Antoin Keating	

Competition	Winners	Runners-Up	Referee	Player Of The Match
All-Ireland Post Primary Senior A	Seamount, Kinvara 1-5	St Flannan's, Ennis 0-06	Ger Browne	Emma Helebert
All-Ireland Post Primary Senior B	Gorey CS 2-06	Holy Rosary, Mountbellew 1-03	Alan Lagrue	
All-Ireland Post Primary Senior C	St Dominic's College, Cabra 206	Sacred Heart Secondary School, Clonakilty 1-06	Michael Ward	
All-Ireland Post Primary Senior D	Coláiste an Phiarsaigh, Cork 1-09	Loreto High School, Beaufort 1-07	John Lillis	
All-Ireland Post Primary Junior A	Loreto 3-11	Presentation, Athenry 2-06	Alan Lagrue	
All-Ireland Post Primary Junior B	St. Joseph's 6-11-Tulla	Seamount College 1-03	Ger Browne	Regan Conway
All-Ireland Post Primary Junior C Replay	Coláiste Íosagáin, Baile Átha Cliath 5-07	Coláiste Na Tríonóide, Doon 5-04	Alan Lagrue	
All-Ireland Post Primary Junior D	Our Lady of Mercy 2-08	St. Mac Daras 1-03	Ray Kelly	
Kilmacud All-Ireland 7s	Oulart-The Ballagh 1-14	Clonoulty/Rossmore 2-10		Cáit Devane (Player of Tournament)
Poc Fada	Patricia Jackman, Waterford			

Appendix 4: Investing in clubs, counties and provinces

1. National Fixtures Grant

In 2015 Ard Chomhairle decided to issue a grant would issue to all counties who completed their adult fixtures programme in 2015.

13 grants issued to county boards as follows:

Waterford, Galway, Dublin, Cork, Kerry, Carlow, Roscommon, Wexford, Kilkenny, Offaly, Westmeath, Kildare and Derry.

Total: €13,000

2. All-Ireland Finalists' Grant

Grants have issued to All-Ireland Finalists for a number of years and this continued in 2015. Grants for both county and club All-Ireland finalists were increased. The grants range in value from €1,500 to €400.

16 grants in total issued to county boards and clubs as follows:

Roscommon, Carlow, Kerry, Cork, Waterford, Kildare, Galway, Laois, Kilmessan, Four Roads, Johnstownbridge, Athleague, Oulart-The Ballagh, Mullagh, Piltown, Lismore. Fines for breaches of match regulations at All-Ireland were offset against the grants in some cases.

Total: €10,050

3. Start-up Grants for New Clubs

New clubs are eligible for a start-up grant of €1,000. This funding level was increased in 2014 following the introduction of the new membership fees.

6 grants issued in 2015 as follows:

Brosna Gaels (Offaly); Tara Rocks (Wexford); Kinsale (Cork); Kilworth (Cork); Ballynastragh Gaels (Wexford) and Naomh Pádraig Uisce Chaoin (Donegal).

Total: €6,000

4. Supporting Club and Schools Coaching via Student Placements

Clubs

Tipperary: Ballybacon Grange, Cahir, St. Rita's, Fethard, Brian Borus.

Limerick: Mungret St. Paul's, Treaty Gaels, Monaleen, Na Piarisiagh.

Waterford: Modeligo, Lismore, Cappoquin.

Kilkenny: Conahy, Danesfort, Callan John Lockes.

Carlow: Muinebheag.

Schools

Tipperary Schools: Ardfinnan NS, Grange NS, Our Lady of Mercy Cahir Girls School, Fethard NS and Ballylooby NS.

Limerick Schools: Educate Together Mungret, Mary Queen of Ireland Cahirdavin, The Model and Gaelscoil Castletroy.

Waterford Schools: Tallow NS, Ballyduff NS, Modeligo NS, Lismore NS and Cappoquin NS.

Louth Schools: St Oliver Plunkett's NS, St. Francis National School, St. Fursey's NS.

Kilkenny Schools: Johnstown, Ballyragget.

Fermanagh Schools: Newtownbutler, Lisnaskea, Mullymesker, Belcoo, Derrygonnelly, St Francheas, St Paul's Irvinestown, Edenery, Mount Lourdes.

Total: €4,200

5. Post Primary Schools

Financial support was provided for competitions administration and for Spórt agus Spraoi in two regional areas linking with Queen's University Belfast and Athlone Institute of Technology.

Total: €3,100

6. Hurl with Me Grants

24 clubs received grants to run Come Hurl with Me initiatives as follows:

Na Brídeoga Mayo; St. Dominic's Roscommon, Ballinasloe Galway, Athenry Camogie, Eoghan Rua Derry, St. Brigid's Armagh, Omagh St. Endas Tyrone, Kilcoo Down, St Patricks Portaferry Down, Cappamore Limerick, Clooney-Quin Clare, Erin's Own Cork, Cappoquin Waterford, Charleville Cork, Silvermines Tipperary, Rathcoffey Kildare, Rathgarogue/Cushinstown Wexford, The Harps Laois, Emeralds Kilkenny, Whitehall Colmcille Dublin, Delvin Westmeath, Kiltale Meath, St. Cillians, Offaly.

Total: €9,320

7. Camán to Croker and regional events

150 clubs from 27 counties across the 4 provinces participated in these events.

Total: €7,310

8. Supporting County u14 and u15 Development Squads

29 counties participated in national blitzes for county u14 and u15 development squads.

Total €5,375

9. Supporting County u17 Development Squads

3 counties participated in development blitzes and/or u17 Lifestyle Programmes.

Total: €2,810

10. International Travel Grant

Grant paid to Tara Camogie London to support their participation in the All Ireland Junior Club Championship in 2015.

Total: €2,000

*Appendix 4: Investing in clubs, counties and provinces, continued...***11. Subsidy to Clubs for Financial Transaction Costs for Membership Registrations****Total: €10,948****12. Subsidy to Clubs/Individuals towards Costs of Coaching Courses****Total: €5,000****13. Development Grants Awarded To Counties**

Clare	€1070	Offaly	€1110
Wexford	€1150	Cork	€1490
Limerick	€1090	Kilkenny	€1050
Galway	€1130	Dublin	€1000
Derry	€2000	Britain	€1000
Tipperary	€1540		

Total: €13,630**14. Development & Administration Grants to Provincial Councils**

Development grants		Administration grants	Total Provincial grant allocation
Connacht	€7987	€750	€8737
Ulster	€6130	€3855	€9985
Munster	€7320	€1747	€9067
Leinster	€8410	€4096	€12506

Total: €40,295**15. Equipment Grants to Clubs**

€74,000 was awarded to 370 clubs towards grants to purchase gear/equipment from licenced suppliers.

Total: €74,000**16. Pre Féile Blitz**

Derry and Tyrone games activities to support 2015 Féile na nGael participation in Ulster.

Total: €894**TOTAL INVESTMENT EXPENDED OR PROVIDED FOR IN 2015: €198, 942**

Appendix 5: 2015 All Stars, Soaring Stars, Manager of the Year and Players Player of the Year

All Stars		
Position	Player	County
Goalkeeper	Aoife Murray	Cork
Right full back	Pamela Mackey	Cork
Full back	Sarah Dervan	Galway
Left full back	Heather Cooney	Galway
Right half back	Rena Buckley	Cork
Centre back	Gemma O'Connor	Cork
Left half back	Lorraine Ryan	Galway
Centre field	Niamh Kilkenny	Galway
Centre field	Ashling Thompson	Cork
Right half forward	Orla Cotter	Cork
Centre forward	Niamh McGrath	Galway
Left half forward	Kate Kelly	Wexford
Right full forward	Briege Corkery	Cork
Full forward	Molly Dunne	Galway
Left full forward	Ailish O'Reilly	Galway

Intermediate Soaring Stars

Susie O'Carroll	Kildare
Melissa Lyons	Kildare
Jane Dolan	Meath
Lorraine Bray	Waterford
Beth Carton	Waterford
Patricia Jackman	Waterford

Junior Soaring Stars

Laura Marie Maher	Laois
Louise Mahony	Laois
Sarah-Anne Fitzgerald	Laois
Susan Spillane	Roscommon
Rachel Fitzmaurice	Roscommon
Pamela Greville	Westmeath

Manager of the Year

Paudie Murray, Cork

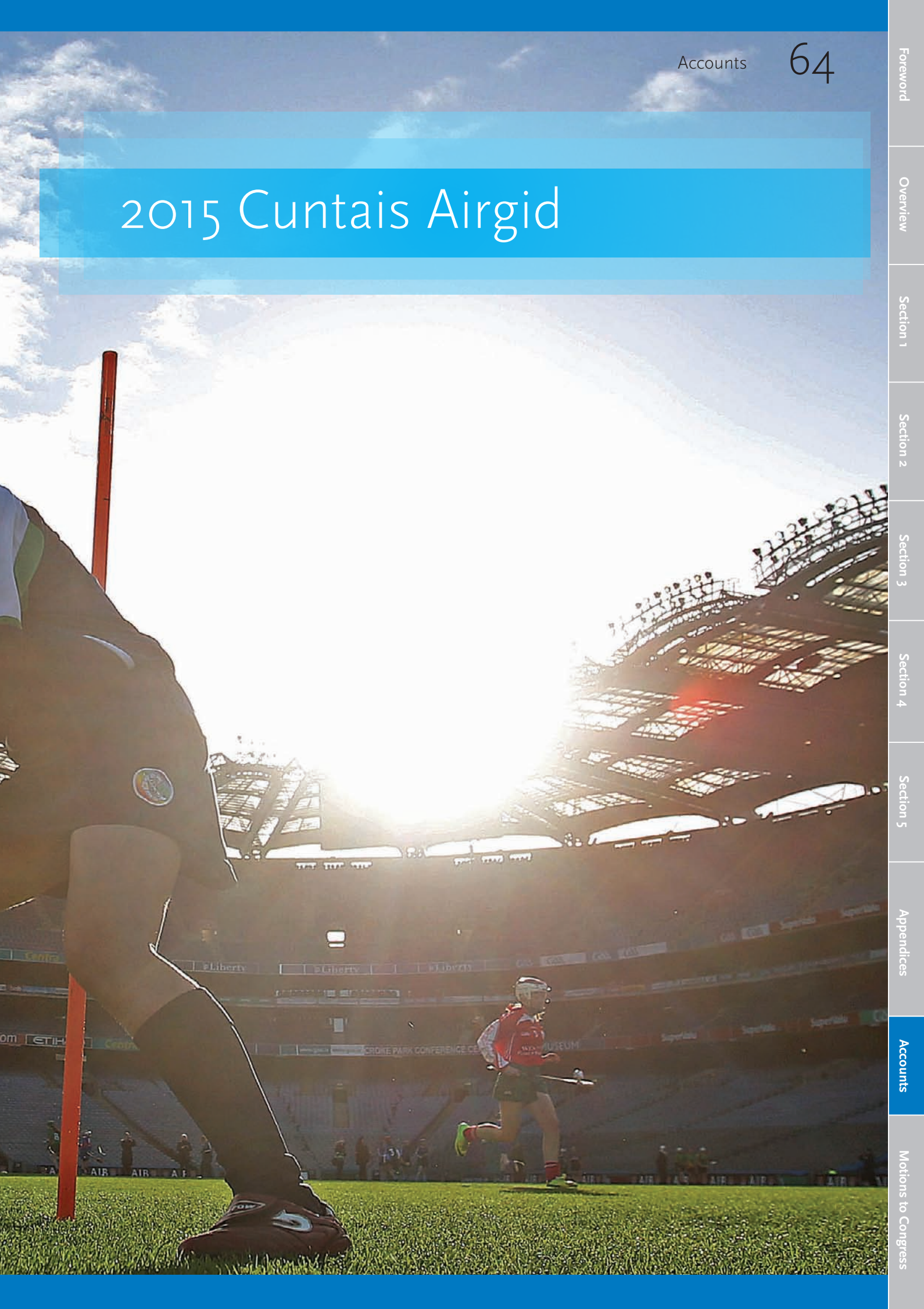
Camogie Association/WGPA Players' Player of the Year

SENIOR PLAYER OF THE YEAR	
Gemma O'Connor	Cork
INTERMEDIATE PLAYER OF THE YEAR	
Patricia Jackman	Waterford
JUNIOR PLAYER OF THE YEAR	
Kate Nolan	Carlow





2015 Cuntais Airgid



AN CUMANN CAMÓGAÍOCHTA
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST DECEMBER 2015

AN CUMANN CAMÓGAÍOCHTA
PÁIRC AN CHRÓCAIGH,
ÁTH CLIATH 3.

INDEX TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

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Ard Chomhairle's Responsibilities	67.
Revenue Account	68.
Balance Sheet	69.
Income Account	70.
Expenditure Account	71.
Statement of Accounting Policies	72.
Notes to the Financial Statements	73-75.
Auditors Report	76-77.

STATEMENT OF ARD CHOMHAIRLE'S RESPONSIBILITIES

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

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

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

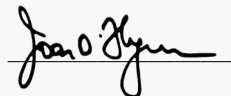
- (i) Select suitable accounting policies and then apply them consistently.
- (ii) Make judgements and estimates that are reasonable and prudent.
- (iii) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue its activities.

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

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



Caít Ní Náraigh
Uachtarán

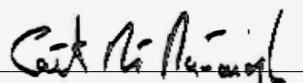


Joan O'Flynn
Ard Stiúrthóir

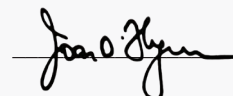
Date: 29th January 2016

REVENUE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2015

	Page	2015 €	2014 €
INCOME			
Grants – Sport Ireland	70.	378,519	378,519
Grants – Cumann Lúthchleas Gael	70.	200,000	200,000
Other Income	70.	1,029,900	956,293
		<hr/>	<hr/>
Total Income		1,608,419	1,534,812
EXPENDITURE			
Total Expenditure	71.	(1,481,500)	(1,500,971)
		<hr/>	<hr/>
SURPLUS OF INCOME OVER EXPENDITURE			
		126,919	33,841
Exceptional Items	75.	-	26,247
		<hr/>	<hr/>
		126,919	60,088
BALANCE BROUGHT FORWARD			
		595,286	535,198
		<hr/>	<hr/>
BALANCE CARRIED FORWARD			
		722,205	595,286
		=====	=====



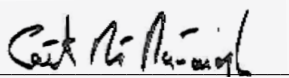
Cait Ní Náraigh
Uachtarán



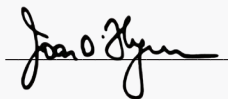
Joan O'Flynn
Ard Stiúrthóir

BALANCE SHEET AS AT 31ST DECEMBER 2015

	Note	2015		2014	
		€	€	€	€
FIXED ASSETS	1.		-		-
CURRENT ASSETS					
Debtors/Prepayments	4.	54,744		161,770	
Stock		866		668	
Bank Deposits		1,063,729		741,841	
		<u>1,119,339</u>		<u>904,279</u>	
CREDITORS (amounts falling due within a year)					
Creditors and Accruals	5.	397,134		308,993	
		<u>397,134</u>		<u>308,993</u>	
NET CURRENT ASSETS			<u>722,205</u>		<u>595,286</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>722,205</u>		<u>595,286</u>
REPRESENTED BY:					
Revenue Account			<u>722,205</u>		<u>595,286</u>
			<u>722,205</u>		<u>595,286</u>



Cait Ní Náraigh
Uachtarán



Joan O'Flynn
Ard Stiúrthóir

INCOME ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2015

	2015	2014
	€	€
Affiliation Fees	447,398	426,450
Grants Sport Ireland (Note 6)	378,519	378,519
Cumann Lúthchleas Gael Grants (Note 7)	200,000	200,000
Open Draw Championships (Note 8)	262,935	231,812
National Leagues	13,729	18,718
Programme Sales	18,090	18,204
Fines/Appeals	10,300	6,340
Sponsorships	133,450	152,070
Deposit Interest	13,473	9,977
Fundraising	-	3,042
Course/Workshop Fees	26,176	25,412
Licencing Income	47,984	39,992
Merchandising Income	56,209	23,893
Sundry Income	156	383
	<hr/>	<hr/>
TOTAL TO REVENUE ACCOUNT	1,608,419	1,534,812
	=====	=====

EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2015

	Note	2015		2014	
		€	€	€	€
Wages & Salaries	2.	612,789		555,413	
Staff Travel Expenses		73,254		69,238	
			686,043		624,652
Growing Participation					
Initiatives, Programmes & Grants		47,785		62,822	
International Development		5,429		8,215	
			54,214		71,037
Improving Performance					
Administration of Fixtures		215,895		202,756	
Coaching Events & Merchandising	2.	26,962		14,771	
Coaching Education Development		12,218		23,030	
Referee Development		16,172		14,654	
Player Welfare		9,939		1,833	
All Ireland Grants		10,500		8,750	
			291,686		265,794
Volunteer Development & Leadership					
Volunteer Development & Leadership			16,826		10,438
Enhancing Camogie's Profile					
All Star Awards		54,515		40,696	
Marketing and Public Relations		64,408		81,022	
Promotional Material		12,302		10,336	
Merchandising Costs		44,210		23,630	
Website		2,066		2,251	
			177,501		157,935
Strategic Grants					
Provincial Council Development Grants		50,000		85,005	
County Board Grants		13,000		-	
Club Equipment Grants		(26,000)		100,000	
			37,000		185,005
Governance and Organisation Development					
Congress & Ard Chomhairle & Sub-Committee Expenses		91,043		78,253	
Child Protection Administration	2.	10,724		11,537	
Audit		4,305		4,305	
Bank Interest & Charges		3,204		2,455	
Legal Fees & Professional Fees		7,981		7,132	
Information Technology		18,728		33,813	
Stationery and Office Expenses		26,923		24,287	
Telephone		8,317		6,637	
Postage		6,500		5,500	
Staff Development & Team Building		8,508		6,376	
Sundry Expenses		4,253		4,017	
National Development Plan Consultancy & Consultation		16,796		-	
Transaction Costs re Registrations		10,948		-	
Bad Debts		-		1,798	
TOTAL TO REVENUE ACCOUNT			1,481,500		1,500,971

STATEMENT OF ACCOUNTING POLICIES

BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

ACCOUNTING CONVENTION

The financial statements are prepared under the historical cost convention.

FIXED ASSETS

Fixed assets representing obsolete office furniture and computers which had previously been fully depreciated have been written off in this financial year. These items are of no value and are no longer in use by An Cumann Comógáiochta.

An Cumann Comógáiochta has title to the following cups which, subject to satisfactory valuations, may be included in the financial statements in future years.

1. O'Duffy Cup (GAA Museum)
2. Ashbourne Cup (GAA Museum)
3. O'Duffy Cup (current)
4. Ashbourne Cup (current)

PENSIONS

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

GRANTS

In line with a directive from the Irish Sports Council, grants underspent by An Cumann Camógáiochta are treated as deferred income and accounted for separately in the balance sheet.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

1. FIXED ASSETS:

	Total	Equipment
	€	€
Cost		
Opening Balance	48,556	48,556
Disposals	(48,556)	(48,556)
	-----	-----
Closing Balance	-	-
	-----	-----
Depreciation		
Opening Balance	48,556	48,556
Disposals	(48,556)	(48,556)
	-----	-----
Closing Balance	-	-
	-----	-----
Net Book Value 31st December 2015	-	-
	=====	=====
Net Book Value 31st December 2014	-	-
	=====	=====

2. STAFF NUMBERS AND COSTS

	2015	2014
The average number of employees was	15	14
	=====	=====

Staff Costs comprise of:

	2015	2014
	€	€
Staff Wages & Salaries	542,657	490,392
Coaching, Tutors and Child Protection	23,346	11,910
Employer's PRSI Costs	60,280	53,532
Employer's Pension Contributions	14,004	12,424
	-----	-----
	640,287	568,258
	=====	=====

NOTES TO THE FINANCIAL STATEMENTS (contd...)**For the year ended 31st December 2015****3. STOCKS**

	2015	2014
	€	€
Kay Mills Replica Cups	668	668
Kay Mills Replica Cups	198	-
	<u>866</u>	<u>668</u>
	=====	=====

4. DEBTORS AND PREPAYMENTS

	2015	2014
	€	€
Sponsorship	32,500	87,500
Grants	-	50,000
Licencing Income	12,230	14,521
Other Debtors	9,014	7,709
Prepayments	1,000	2,040
	<u>54,744</u>	<u>161,770</u>
	=====	=====

5. CREDITORS**(amounts falling due within one year)**

	2015	2014
	€	€
Creditors	113,683	35,840
Grants	141,972	181,832
Accruals	75,089	49,350
PAYE & USC	8,634	7,484
PRSI	6,831	6,487
Sundry Creditors	745	2,820
Deferred Income Coca Cola Fund	25,000	-
Players Welfare Scheme	13,500	13,500
Insurance Rebate	11,680	11,680
	<u>397,134</u>	<u>308,993</u>
	=====	=====

NOTES TO THE FINANCIAL STATEMENTS (contd...)

For the year ended 31st December 2015

6. SPORT IRELAND

The grant received from Sport Ireland was €378,519. This was wholly expended during the year for the purpose for which it was intended by Sport Ireland.

7. CUMANN LÚTHCHLEAS GAEL

	2015	2014
	€	€
Ard Chomhairle	200,000	200,000
	<u>200,000</u>	<u>250,000</u>
	=====	=====

8. OPEN DRAW CHAMPIONSHIPS

	2015	2014
	€	€
Inter County	196,662	160,338
Club	39,023	43,664
Club Levy All Ireland Tickets	27,250	27,810
	<u>262,935</u>	<u>231,812</u>
	=====	=====

9. EXCEPTIONAL ITEMS

In 2014 prior year provisions of Provincial County Grants €20,470 and Insurance Rebates €10,000 were written back. In 2014 there was also an accrual re additional 2013 All Ireland Final expenses €4,223.

10. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES

There were no capital commitments or contingent liabilities at 31st December 2015.

11. APPROVAL OF ACCOUNTS

The accounts were approved by Ard Chomhairle on 29th January 2016.

INDEPENDENT AUDITORS REPORT

To the Ard Chomhairle An Cumann Camógaíochta

We have audited Financial Statements of An Cumann Camógaíochta for the year ended 31st December 2015 which comprise the Revenue Account, Income and Expenditure Accounts, Balance Sheet and related notes. These financial statements have been prepared on the basis of the accounting policies set out therein.

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

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

Respective Responsibilities of Ard Chomhairle and Auditors

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

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

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

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to An Cumann Camógaíochta's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Ard Chomhairle; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the reports and financial statements for the year ended 31st December 2015 to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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

INDEPENDENT AUDITORS REPORT (contd...)**To the Ard Chomhairle An Cumann Camógaíochta****Qualified Audit Opinion Arising from Limitation in Audit Scope**

Except for any adjustments that might have been found necessary had we been able to obtain sufficient evidence concerning income not subject to independent audit verification, in our opinion the financial statements give a true and fair view of the assets, liabilities and the financial position of An Cumann Camógaíochta as at 31st December 2015 and of its surplus for the year then ended and have been properly prepared in accordance with the relevant financial reporting framework.

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



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

Hill House
26 Sion Hill Road
Drumcondra
Dublin 9

Date: 7th February 2015



Foreword

Overview

Section 1

Section 2

Section 3

Section 4

Section 5

Appendices

Accounts

Motions to Congress



Motions to Congress



Na Rúin/Motions

Proposed amendments are in ***bold italics***.

A ~~strikethrough~~ is used to denote the deletion of a word or words within a rule.

1. That Rule 3.2.1

The All-Ireland Post Primary Schools Committee, whose membership and terms of reference must be ratified by Ard Chomhairle, will run Camogie within the post-primary education sector for the academic years 2013-2016.

is amended to read:

The All Ireland Post Primary Schools Committee, whose membership and terms of reference must be ratified by Ard Chomhairle, will run Camogie within the post-primary education sector for the academic years ***2016-2018***.

ARD CHOMHAIRLE

2. That Rule 4.1

Membership of the Association can only be granted by a Club or through a National Education Council. Membership is open to all persons who subscribe to the aims and objectives of the Association. The club with which a player first legally participates in club competition either league or championship, organised by the County Board or one of its sub- committees is designated as a player's home club. A Club reserves the right to refuse membership to any person. The decision to refuse membership must comply with relevant equality legislation.

is amended to read:

Membership of the Association can only be granted by a Club or through a National Education Council. Membership is open to all persons who subscribe to the aims and objectives of the Association. The club with which a player first legally participates in club competition either league or championship, organised by the County Board or one of its sub- committees is designated as a player's home club. A Club reserves the right to refuse membership to any person. The decision to refuse membership must comply with relevant equality legislation. ***A person can only be registered with one club.***

ARD CHOMHAIRLE

3. Amend Rule 4.1 by deleting the text indicated in strikethrough:

Membership of the Association can only be granted by a Club or through a National Education Council. Membership is open to all persons who subscribe to the aims and objectives of the Association. ~~The club with which a player first legally participates in club competition either league or championship, organised by the County Board or one of its subcommittees is designated as a player's home club.~~ A Club reserves the right to refuse membership to any person. The decision to refuse membership must comply with relevant equality legislation

and insert new Rule 4.1.1

A County Bye-Law may confine membership of a club to a catchment area, which may be a parish. A parish for the purpose of this rule shall, subject to county boundaries, be the district under the jurisdiction of a Parish Priest or Administrator. A catchment area shall be fundamentally based on permanent residence of players, subject to a player being entitled to play with her/their home Club. Permanent Residence shall be defined in County Bye-Law. A County shall also have the option, within County Bye-Law, to allow a player to play with a club in the area in which she works. A player who wishes to leave one Club to join another in the same County must apply to the County THDC Committee for a transfer.

UIBH FHÁILÍ

4. That Rule 4.2.1

There will be four types of membership

- (i) Full membership for persons who are players and have reached the age of 18 years
- (ii) Youth membership for persons who are players and have not reached the age of eighteen years
- (iii) Administrators/Coaches/Referees/Team Mentors at all levels of the Association who are non-players
- (iv) Social membership; may be granted to persons, who subscribe to and undertake to further the aims and objectives of the Club and the Camogie Association, but who do not seek to take part in the administrative or games related affairs of the Club. These members will have full voting rights as per rule 18.3.a.

is amended to read:

There will be four types of membership

- (i) Full membership for persons who are players and have reached the age of 18 years
- (ii) *Child membership for persons who are players and are aged under 8 ('under' is understood as per the definition in Rule 28.4)***
- (iii) Youth membership for persons who are players and ***are aged over 8 ('over' is understood as per the definition in Rule 28.4)*** and have not reached the age of 18 years
- (iv) Administrators/Coaches/Referees/Team Members at all levels of the Association who are non-players
- (v) Social membership; may be granted to persons, who subscribe to and undertake to further the aims and objectives of the Club and the Camogie Association, but who do not seek to take part in the administrative or games related affairs of the Club. These members will have full voting rights as per rule 18.3.a.

[Rule affected 4.2.2]

ARD CHOMHAIRLE

5. That Rule 4.2.2

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

Affiliation fee/Membership type	Total	Affiliation fee per member to County Board	Affiliation fee per member to Provincial Council	Affiliation fee per member to Ard Chomhairle
Youth members (players)	€13	€5	€2	€6
Full members (Adult players)	€23	€5	€2	€16
Full members (Administrators/Coaches/Referees/Team Mentors at all levels of the Association)	€3	€0	€0	€3
Social members	All revenue to club			

is amended to read:

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

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

ARD CHOMHAIRLE

6. Add new rule 10.2h

Ard Chomhairle will have an Executive Committee comprising the Uachtarán, Secretary of Ard Chomhairle, Treasurer of Ard Chomhairle and the Ard Stiúrthóir (who is a non-voting member of the Executive).

In the event of one or more voting Executive members being unavailable, one or more Trustees will participate as an Executive member. A quorum of three is required on all occasions for Executive decisions.

The Executive has delegated authority from Ard Chomhairle to consider critical or urgent Association issues, as deemed necessary by the Uachtarán, and to make decisions on these, between Ard Chomhairle meetings. Such decisions must be appraised to Ard Chomhairle members immediately.

ARD CHOMHAIRLE

7. That Rule 10.8

The National Final Appeals Committee will only hear and decide on cases first heard by the National Transfers, Hearings and Disciplinary Committee under Rule 10.7

is amended to read:

The National Final Appeals Committee will only hear and decide on cases first **submitted to** or heard by the National Transfers, Hearings and Disciplinary Committee under Rule 10.7

ARD CHOMHAIRLE

8. That Rule 15.2

Official correspondence must issue to and from the Secretary of the relevant Unit except:

- (i) when binding codes or mandatory codes of this Official Guide stipulate alternative correspondence procedures or
- (ii) a person is employed by the Unit to administer, in conjunction with, and, on behalf of, the Unit

is amended to read:

Official correspondence must issue to and from the Secretary of the relevant Unit except:

- (i) when binding codes or mandatory codes of this Official Guide stipulate alternative correspondence procedures or
- (ii) a person is employed by the Unit **or Ard Chomhairle** to administer, in conjunction with, and, on behalf of, the Unit

ARD CHOMHAIRLE

9. That Rule 21.2 is deleted

Fees for objections and appeals are as follows:

To a County Board (THDC Committee)	€100
To a Provincial Council (THD Committee)	€200
To a National THD Committee	€250
To a National Appeals Committee	€250
To a College Council (HD Committee)	as per their bye laws
Appeal for Clemency	€300

and replace with:

Fees for objections and appeals are set out in Official Guide Part IV Disciplinary Code and THDC Mandatory Procedures.

ARD CHOMHAIRLE

10. Amend Rule 22.2 by deleting the text indicated in strikethrough:

Each Unit within the Association is responsible for its finances. Financial management practices must be compliant with all legal requirements ~~with third party funding requirements and professional accountancy standards requirements~~. All Units will have power to acquire, hold and develop, sell, lease, mortgage charge, exchange or sell Real and Personal Property, and to borrow or raise money in promotion of the objects of the Club, subject to the overall authority of Ard Chomhairle. The property shall not be leased, mortgaged, charged, exchanged, sold, conveyed, transferred or otherwise dealt with without the consent of Ard Chomhairle, or as may be set out in any separate Declaration of Trust.

ARD CHOMHAIRLE

11. That Rule 22.4

The funds of any Unit of the Association must be lodged in a bank or other financial institution. All payments issued on behalf of the Unit must be authorized by at least two members of the core Executive Committee of the Unit concerned. All payments are required to have at least two signatories from the core Executive Committee of the Unit concerned one of which must be the Treasurer. Decisions on signatories and payment procedures must be formally agreed and recorded at Executive Committee meeting(s) of the relevant Unit.

is amended to read:

The funds of any Unit of the Association must be lodged in a bank or other financial institution, **approved by the Unit**. All payments issued on behalf of the Unit must be authorized by at least two members of the core Executive Committee of the Unit concerned. All payments are required to have at least two signatories from the core Executive Committee of the Unit concerned one of which must be the Treasurer. Decisions on signatories and payment procedures must be formally agreed and recorded at Executive Committee meeting(s) of the relevant Unit.

ARD CHOMHAIRLE

12. That Rule 27.8 is deleted

Timeframes for dealing with disciplinary matters are as follow: Executive Committee referral to the Transfers, Hearings and Disciplinary Sub-Committee within three days of suspected breach being brought to their attention. The Transfers, Hearings and Disciplinary Sub-Committee must initiate a hearing and/or investigation within seven days of receiving referral. The Transfers, Hearings and Disciplinary Sub-Committee must issue its final decision to the party or parties no later than 21 days from the original notification of the breach (Section 44 and Rule 45 re penalties).

and replace with:

Disciplinary hearing timeframes are outlined in the Official Guide Part IV Disciplinary Code and THDC Mandatory Procedures.

ARD CHOMHAIRLE

13. That Rule 28.5

Where Clubs have insufficient numbers of players in underage competitions, they may combine with a team from another club to participate in competitions, subject to prior approval from the Unit in charge

is amended to read:

Where Clubs have insufficient number of players **to compete** in an underage competition, they may combine with a team **from only one other specific club**, to participate in **underage** competitions, subject to the annual prior approval from the Unit in charge. **A team is deemed to be a combined team if it comprises three or more players from a different club(s). Players from no more than 3 clubs may combine to compete as a single team.**

ARD CHOMHAIRLE

14. Insert new Rule 28.5.1

When underage clubs do not have sufficient numbers of eligible players to play in adult competition, they may combine with a team from only one other specific club to participate in adult competition until the Unit in charge determines that the club has sufficient numbers to play adult competition. Such combinations are subject to the annual prior approval of the Unit in charge. A team is deemed to be a combined team if it comprises three or more players from a different club(s). Players from no more than 3 clubs may combine to compete as a single team.

ARD CHOMHAIRLE

15. That Rule 28.7 is deleted

Combination or divisional teams may not enter the provincial and All-Ireland Club Championship competitions. In the case where a combination/ divisional being county champions, the beaten finalists will represent the county. In the event of the finalists being two divisional/combined teams the beaten semi-finalists will play off to represent their county.

TÍR EOGHAIN

16. That Rule 31.3

A transfer must not be refused to a player already registered with a Camogie club who wishes to transfer to a newly established Camogie club in the locality where she is ordinarily resident

is amended to read:

A transfer must not be refused to a player:

(i) **who is** already registered with a Camogie club and **who** wishes to transfer to a newly established Camogie club in the locality where she is ordinarily resident

(ii) who has never participated in underage competitions under the auspices of the Unit in charge. Under age competitions refer to league and/or championship competitions run by the Unit in charge and that fall outside the terms of games activities for players under 12 as outlined in Rule 33.8

ARD CHOMHAIRLE

17. That Rule 31.7 is deleted

Transfers are not necessary in the following instances:

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

and replace as follows:

Transfers are not necessary in the instance where a club has disbanded

UIBH FHÁILÍ

18. That Rule 33.3

Where a team has been notified in accordance with Rule 33.2 of a fixture and fails to fulfill that fixture, the committee in charge of the competition must impose the following penalties:

- In all cases the match will be awarded to that team's opponents in the fixture;
- In the case of leagues and championships run on a league basis the defaulting team(s) will be deducted two points.

is amended to read:

Where a team has been notified in accordance with Rule 33.2 of a fixture and fails to fulfill that fixture, the committee in charge of the competition must impose the following penalties:

- In all cases the match will be awarded to that team's opponents in the fixture;
- In the case of leagues and championships run on a league basis the defaulting team(s) will be deducted two points.

In the case of national inter county, club or inter-provincial competitions under Ard Chomhairle's auspices, any team who concedes a game cannot progress to the knock-out stages of a competition i.e. quarter final, semi-final or final.

ARD CHOMHAIRLE

19. That Rule 34.1

All Ireland competitions must be held on an annual basis in the following grades: Senior, Intermediate, Premier Junior, Junior A, Junior B, Minor A, B and C, Under 16 A, B and C Championships; National Leagues; Inter-Provincial Championship; Senior Intermediate and Junior Club Championships.

is amended to read:

All Ireland inter county competitions, club competitions and inter-provincial competitions will be run annually in a manner decided by Ard Chomhairle.

ARD CHOMHAIRLE

20. That Rule 34.2

The winners of the Provincial club championships will contest the All-Ireland semi-finals, except where Ard Chomhairle decides that the competition should be run on an open draw or other basis.

is renumbered Rule 35.1.1

ARD CHOMHAIRLE

21. That Rule 40.3

Referees must be members of the Camogie Association or the GAA

is amended to read:

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

ARD CHOMHAIRLE

22. Motion to adopt interpretation of rule provided by Ard Chomhairle on 22nd July 2015

Amend Rule 41.9 by deleting the text indicated in ~~strikethrough~~

The Referee must dismiss a player from the field of play in the following instances:

- a. by showing a red card when a player is adjudged by the Referee to have struck ~~or attempted to strike~~ an opponent, unless the Referee is satisfied that such was accidental.
- b. Where a player who, having already been warned once by the Referee in connection with rough and/or dangerous play, and the Referee has indicated this by showing the player a Yellow Card, commits a second offence of this nature, and the Referee has indicated this by showing the player a second Yellow Card and has also indicated her dismissal by showing the player a Red Card;
- c. Where a player who, having already been warned once by the Referee for dissent or the use of abusive language, and the Referee has indicated this by showing the player a Yellow Card, commits a second offence of this nature, and the Referee has indicated this by showing the player a second Yellow Card and has also indicated by showing the player a Red Card;
- d. For a first offence should she/he deem that the player's conduct warrants such. Such player shall be dealt with by the committee in charge in accordance with Rule 44.
- e. A player dismissed from the field of play in a, b, c, or d above stands suspended until they appear before the relevant Transfers, Hearings and Disciplinary Committee which will decide on the action to be taken (Section 27 and Section 44).

In all instances, substitution of a dismissed player will not be permitted. In the event of extra time teams revert to fifteen players. Players dismissed under Rule 41.9 a, b, c or d above during normal time may not play in extra time.

ARD CHOMHAIRLE

23. That Rule 44.1.1.a (ii)

There are three exceptions to Rule 44.1.1

(i) Where the player waives her right to a hearing and accepts the mandatory penalty. The player must notify in writing, no later than seven days, of her dismissal from the field of play the secretary of the committee in charge of the competition of her decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(ii) Where an official/mentor waives her/his right to a hearing and accepts the mandatory penalty. The official/mentor must notify in writing within 5 days of her/his incident/dismissal from the field of play the secretary of the committee in charge of the competition of her/his decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(iii) Where two yellow cards followed by a red card are issued, such dismissals are for the duration of the game, except for breaches reported of playing Rules 10.2 (h) and (k). If a player is reported by a Referee as being dismissed for the duration of a game more than once in any one playing season in a competition under the same Committee in Charge, she stands suspended until she appears before the relevant Transfers, Hearings and Disciplinary Committee.

is amended to read:

There are three exceptions to Rule 44.1.1

(i) Where the player waives her right to a hearing and accepts the mandatory penalty. The player must notify in writing, no later than seven days, of her dismissal from the field of play the secretary of the committee in charge of the competition of her decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(ii) Where an official/mentor waives her/his right to a hearing and accepts the mandatory penalty. The official/mentor must notify in writing within **7** days of her/his incident/dismissal from the field of play the secretary of the committee in charge of the competition of her/his decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(iii) Where two yellow cards followed by a red card are issued, such dismissals are for the duration of the game, except for breaches reported of playing Rules 10.2 (h) and (k). If a player is reported by a Referee as being dismissed for the duration of a game more than once in any one playing season in a competition under the same Committee in Charge, she stands suspended until she appears before the relevant Transfers, Hearings and Disciplinary Committee.

ARD CHOMHAIRLE

24. That Rule 44.1.1.a (iii)

There are three exceptions to Rule 44.1.1

(i) Where the player waives her right to a hearing and accepts the mandatory penalty. The player must notify in writing, no later than seven days, of her dismissal from the field of play the secretary of the committee in charge of the competition of her decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(ii) Where an official/mentor waives her/his right to a hearing and accepts the mandatory penalty. The official/mentor must notify in writing within 5 days of her/his incident/dismissal from the field of play the secretary of the committee in charge of the competition of her/his decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(iii) Where two yellow cards followed by a red card are issued, such dismissals are for the duration of the game, except for breaches reported of playing Rules 10.2 (h) and (k). If a player is reported by a Referee as being dismissed for the duration of a game more than once in any one playing season in a competition under the same Committee in Charge, she stands suspended until she appears before the relevant Transfers, Hearings and Disciplinary Committee.

is amended to read:

(i) Where the player waives her right to a hearing and accepts the mandatory penalty. The player must notify in writing, no later than seven days, of her dismissal from the field of play the secretary of the committee in charge of the competition of her decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(ii) Where an official/mentor waives her/his right to a hearing and accepts the mandatory penalty. The official/mentor must notify in writing within 5 days of her/his incident/dismissal from the field of play the secretary of the committee in charge of the competition of her/his decision to waive her right to a hearing and accept the mandatory penalty set out in 44.1.2.

(iii) Where two yellow cards followed by a red card are issued, such dismissals are for the duration of the game, except for breaches reported of playing Rules 10.2 (h) and **(i)** If a player is reported by a Referee as being dismissed for the duration of a game more than once in any one playing season in a competition under the same Committee in Charge, she stands suspended until she appears before the relevant Transfers, Hearings and Disciplinary Committee.

ARD CHOMHAIRLE

25. Motion to request 2016 Congress to accept an amendment agreed by Ard Chomhairle during 2015 to the Playing Rules, adopted at Congress 2015

That Playing Rule 15.1 Official Guide Part 2 be ratified as follows:

A goal is scored when the sliotar is played by either team over the goal-line, between the goal posts and under the crossbar, except when carried in the hand **by an attacking player over the goal-line**, or thrown over the goal-line by any player. A goal will be equal to three points.

26. That Rule 44.1.2

The following mandatory penalties apply in the following circumstances:

- a. Persistent dissent by a player or team official towards a Referee's decision
 - An automatic two match ban for the player or official in the competition that the offence took place.
- b. To use abusive or threatening language, gestures or behaviour, (including but not limited to

anything which could be construed as sectarian, racist or homophobic), towards a Referee, match official, any player or team official.

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

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

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

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

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

is amended as follows:

The following mandatory penalties apply in the following circumstances:

- a. Persistent dissent by a player or team official towards a Referee's decision
- An automatic **one** match ban for the player or official in the competition that the offence took place
- b. To use abusive or threatening language, gestures or behaviour, (including but not limited to anything which could be construed as sectarian, racist or homophobic), towards a Referee, match official, any player or team official.
- An automatic **one** match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in. For the purposes of a match ban tournaments and challenge/friendly games are not considered official competitions.

- The Unit which the player/official was representing in competition will be fined €100 for a first offence. The fine will increase by €100 for each subsequent guilty offence within the calendar year, i.e. for the 3rd guilty offence in same year the fine will be €300
- Should the Transfers, Hearings and Disciplinary Sub-Committee adjudge the offence sufficiently serious, it may disqualify the offender's team from the competition in question.
- c. Punching, hitting (without a hurley) or kicking a player in a manner that the Referee deems non-accidental
 - An automatic **one** match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.
- d. Kicking, hitting or striking of a match official by a player or team mentor or known partisan in a manner that the Referee deems non-accidental.
 - An automatic 48 weeks suspension from all Camogie membership and activity.
- e. Striking a player with a hurley in a manner that the Referee deems non-accidental.
 - An automatic **one** match ban applicable to all official competitions sanctioned by the committee in charge that the player or official is involved in.

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

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

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

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

COMHAIRLE CHONNACHTA

Ainmniúcháin do Rúnaí Ard Chomhairle Nominees for Ard Chomhairle (AC) Secretary

Ainm/Name

Síle Ní Dhonncha (CCAO)/Sheila O' Donohoe (CCAO)

Nominated by

Cill Dara (Kildare)
Ceatharlach (Carlow)
Ciarraí (Kerry)
Comhairle Laighean (Leinster Council)
Comhairle Mumhan (Munster Council)
Port Láirge (Waterford)

AC Secretary Duties and Responsibilities (as agreed 29th January 2016)

1. Attend Ard Chomhairle and Resource Management Meetings
2. Act as one of the 'custodians of best practice governance' in the Association
3. Advise and support the Uachtarán of the day in decision making
4. Support the Uachtarán and Ard Chomhairle to exercise collective responsibility in decision
5. Support the Uachtarán and Ard Chomhairle to manage conflicts of interest and conflicts of loyalty in decision making
6. Protect and promote the Association's reputation
7. Act as a signatory to official documentation as required
8. Represent the Association from time to time
9. Ensure the development and regular review of an Ard Chomhairle Handbook for governing body members
10. The Secretary must ensure that Ard Chomhairle procedures are adhered to and regularly reviewed

Competencies/experience required for the post of Secretary to Ard Chomhairle

1. Understanding, knowledge and experience of best practice standards in governance
2. Knowledge of the Official Guide Parts 1-VII
3. Ability to act independently at meetings of the governing body



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ASSOCIATION***
An Cumann Camógaíochta







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