



Congress 2014 Minutes

Athletic Association of Ireland Ltd.

2nd General Congress 26/27 April 2014

Moran's Silver Springs Hotel Cork

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President's Introduction

We live in a world of measurement, where our goals, our successes, our failures are calibrated, they are assessed, they are graded and, always compared. This is especially true of athletics where hundredths of a second can make a difference between winning and losing. We accept this; in our sport in fact, it is a bedrock principle.

Benjamin Zander, the inspirational conductor of the Boston Philharmonic Orchestra, describes this 'Measurement Central' as being a world arranged in hierarchies. This is a reality where some people, organisations, places and ideas can seem better or more powerful than others. Sometimes, these hierarchies come about because of differences in resources and the success that money can buy. Sometimes it comes down to natural ability, the innate gift of Usain Bolt, for example, which simply can't be purchased.

Sometimes, however, it's not just about money or talent, as the sacking of David Moyes this week highlights. The team managed by Moyes, that's now seventh in the Premiership, is ostensibly the same as last year's League champions. In everything about that story, there is the automatic rush to compare Moyes' performance as manager with Alex Ferguson. One man's reign at Old Trafford a success, the other largely deemed a failure. One overcame the odds and prevailed, the other didn't.

So, in a world obsessed with hierarchies and global rankings – we're 18th in the World Happiness Report and the third richest in Europe apparently – how can Ireland compete? How can our athletes compete against the millions invested in the US collegiate system? How can we as a nation, and Athletics Ireland as an organisation, overcome the odds?

These are questions we must answer not just with an eye to the global arena, but domestically as well. For it's not just internationally that a ranking system prevails. How, for instance, has our position as the fourth largest sporting organisation in the country affected our approach, our mentality, our self-belief? We can't deny the allure of the big and the small ball, the media coverage, the hype. Yet, this isn't a popularity contest or a beauty pageant, but the consequence of this, perhaps too often, is that we feel we know our place, we are the fourth favoured child.

I say to you though that we should not let a preoccupation with measurement and rank govern how we deem or regard ourselves. We have an ambitious new strategic plan which sets out several key goals to move the organisation to the forefront of Irish sporting and social life. These goals include growing the membership of the organisation and the promotion of athletic activity to the population as a whole, through to the continued development of our top and up-and-coming athletes to new competitive heights, and the effective and efficient management of our business.

Our vision set out in the strategic plan is an inclusive one and envisages a future landscape for our sport that is not small or limited. That landscape should be as vast and expansive as the ambitions of our athletes. It should be illuminated with the successes of our sporting heroes from Rob Heffernan to Joe Gough, Fionnuala Britton to Kelly Proper.

The successful implementation of this plan requires us as an organisation to completely move beyond our old notions of our sense of place and the thinking that surrounded it. Yes, of course we are conscious of differences in popularity, participation rates, star name attraction, and so on, but we have to think so much bigger. To borrow a phrase from Ben Zander, we have to explore a universe of

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possibility, so that the goals we set ourselves in the strategic plan *will* deliver a better future. We have to be imaginative in terms of the execution of those goals and objectives, particularly in terms of promoting the sport of athletics, health and fitness generally among our members.

And, what tremendous work has been accomplished in recent years, with membership now approaching 50,000 – a 40 per cent rise over the past two years. The target of 60,000 members indicates the scale of our ambitions, and initiatives such as Fit4Life and Little Athletics, as well the promotion of the sport at school level, will help reach that target. I am certain of it.

This raises an important point in terms of the many and varied roles – all of them important – played by the volunteers and staff of Athletics Ireland. To borrow a musical metaphor, you are like the members of an orchestra, playing together in harmony, with the whole producing a result much greater than the mere sum of the parts. I'll let you decide for yourselves though who wants to play woodwind or strings, brass or percussion.

Seriously though, to say that we appreciate the work and commitment of the thousands of administrators, officials and coaches who give freely of their time is a significant understatement. They are often our unsung heroes, but from Farranfore to Donore, Loughrea to Leevale, they are a vital, vibrant part of the fabric of Athletics Ireland.

At the AIT International Arena Grand Prix in February, I witnessed first-hand how the various elements of our organisation, working in partnership with the staff in AIT, produced a night of magical sporting memories. The event had everything you could wish for – a full house, star attractions, a great atmosphere, and hordes of excited kids. It was capped off by a tweet from Ashton Eaton who praised the 'tremendous' fans, posting that he had seen 'lots of passion in the kids that competed. Ireland rules,' he said.

That's the stuff that a future without limits is made of. That's about thinking bigger.

Finally, it just remains for me to thank CEO John Foley, the entire staff team and committee members of AAI for all of their work. Thank you also to the board members for their support over the past two years. In particular, I would like to extend every best wish for the future to those board and committee members who are retiring. You have done the organisation a great service.

So, let us seize the future and embrace the universe of possibility.

Go raibh míle maith agaibh.

Kieran Mulvey – Chairman, Irish Sports Council

It is a great privilege and pleasure for me to address Athletics Ireland Congress today. This congress provides an opportunity to take stock, to look back and to plan for the future. 2013 has been another great year for Athletics and I would like to take a moment to acknowledge President, Ciarán Ó Catháin and the outgoing board for their hard-work and dedication; it included outstanding service from independent directors – your efforts are much appreciated.

Increased Participation

The Irish Sports Council has made increasing participation in sport and physical activity a key strategic priority and I am delighted to confirm that participation in Athletics is going from strength to strength. The Council enjoys excellent working relations with Athletics Ireland and appreciates the work they do in sustaining membership growth. Athletics Ireland membership has increased to 49,500 up 17% on 2012 with 14 new clubs formed; making it one of Ireland's fastest growing sports. The membership stood at just over 20,000 in 2007. We need to continue to build on these achievements and to look for continuous improvements in Athletics in order to sustain this growth.

High Performance

Investment in sport, simply put, is an investment in the future of this country, in its young people, in its amateur and professional sportspersons and instils a sense of National achievement and pride. The Council has continued to provide significant investment in high performance athletics over the past number of years. A total of €21m has been invested since 1999 along with Athletics Ireland own resources. In 2014, the Council will invest a total of €1,816,940. The total invested under core and HP since 2007 has remained high and relatively consistent in total, notwithstanding financial challenges. This is another strong endorsement of the work of Athletics Ireland.

Athletics is a highly competitive environment – We need to continually evolve to compete on the world stage. Athletics Ireland have a strong High Performance System in place which allows for more consistent delivery of performances at major championships while also creating more medal opportunities in athletics. The Review of the International Carding Scheme was published in 2012 and last year saw some substantial changes. For 2014, the main change is that Athletics Ireland has taken over the management of the scheme for their athletes. The main benefit will be to provide a more integrated high performance system. Over time it is anticipated that the Carding Scheme will continue to evolve under the direction of the Performance Director of each sport. Instrumental to this transition and to securing the 2014 athlete funding levels was the development of the Athletics Ireland High Performance Plan by High Performance Director Kevin Ankrom. Athletics Ireland successfully met all the required governance standards.

Institute

Increasing numbers of high performance athletes are benefitting from the Institute's multidisciplinary support services. These services include Biomechanics, Nutrition, Performance Analysis, Physiology, Psychology and Strength and Conditioning. The Institute works closely with Athletics Ireland to ensure that these services are pre-planned and tailored to the needs and services embedded in to Athletics Ireland high performance plans.

Positives

Needless to remark one of the highlights of the Athletics calendar last year was undoubtedly Rob Heffernan's Gold winning performance at the World Championship in the 50km walk in Moscow - it was

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truly an inspirational performance. Thirty one new National Irish records were set along with twelve medals gained at Major championships. There were many positive developments off the track, including the introduction of the 2016 High Performance Plan and many coaching initiatives aimed at building Athletics Ireland's capacity for future success and winning more medals on the world stage. Athletics Ireland is availing of facilities both at Morton and the National Sports Campus as well as the recently opened indoor facility at Athlone IT. These facilities will prove to be an invaluable resource in the development of track and field in Ireland. We now look to build on these achievements and developments and continue to develop a pipeline of emerging athletes.

Finally, I want to thank John Foley, the High Performance committee, board members, management, volunteers and the staff at Athletics Ireland for their on-going excellence in the discharge of their duties.

I thank you for your attention and your kind invitation to your congress.

Roll Call

Delegate Numbers				
Province	County	Total	Voting Strength	Delegates
	Antrim	1781	18	0
	Armagh	107	2	0
	Carlow	495	5	5
	Cavan	833	9	1
	Clare	1503	16	9
	Cork	5852	59	40
	Derry	702	8	0
	Donegal	1923	20	9
	Down	1128	12	0
	Dublin	7113	72	25
	Galway	3485	35	9
	Fermanagh	101	2	0
	Kerry	1601	17	7
	Kildare	2207	23	5
	Kilkenny	1990	20	3
	Laois	1319	14	1
	Leitrim	535	6	2
	Limerick	1495	15	4
	Longford	141	2	0
	Louth	2092	21	14
	Mayo	1620	17	9
	Meath	3619	37	13
	Monaghan	765	8	2
	Offaly	577	6	5
	Roscommon	862	9	5
	Sligo	1089	11	7
	Tipperary	2625	27	13
	Tyrone	330	4	0
	Waterford	1464	15	7
	Westmeath	484	5	2
	Wexford	1467	15	9
	Wicklow	1958	20	9
Munster			4	2
Connaught			4	3
Ulster			4	2
Leinster			4	4
AAI Board			17	16
Total			583	242

Coaching & Development Report

I am pleased to report the continued progress of both Coaching and Development over the last two years and the strengthening of the Committee's relationship with the Executive side of Athletics Ireland. Active participation in C & D Meetings by the Director of Coaching and the Director of Development has aided in this relationship and contributed to productive dialogue. There were distinct objectives in both areas, and while not all were achieved progress has been significant.

OBJECTIVES

Coaching

1. Develop closer links with High Performance to provide greater continuity and a better use of resources. Continue to improve the Coach Education system.
2. Introduce a Coach Licensing system.
3. Aid coaches to improve expertise outside the formal Athletics Ireland education system

Development

1. Continue to increase Athletics Ireland membership.
2. Retain Up-skill and Develop young athletes and their coaches.
3. Provide support for clubs by giving practical advice on structure and club administration.

Coaching – Objective 1-Link with High Performance

In the last two years Coaching (including the Event Co-ordinators) has come under the direct management of the High Performance Director. This move was designed to increase the effectiveness of the relationship between High Performance and Coaching quality. In addition, it was felt that the Event Co-ordinator's jobs could be realigned to meet changing demands and to recognise that different events were at differing stages of development in Ireland.

The Job Descriptions of the Event Co-ordinators were extensively reviewed to recognise the relative strength in coaching depth of the event groups and to balance these descriptions appropriately. The addition of a full time Endurance Coach is also designed to add value to a traditionally strong area in Irish athletics.

National squads have been very active in most Event Groups with great strides being made particularly in Throws and Multi-events. The number of coaches attending the squad days has also been a feature with a pleasing increase.

Coaching – Objective 2 – Coach Education

The Coach Education system continues to grow in strength. The Level 3/IAAF Level 4 tie up has proved a significant success with a very high satisfaction rating. The fact that many of our most talented coaches have been exposed to internationally recognised Tutors with the highest coaching credentials has added value across all our event groups. 26 Coaches have already qualified with a further 38 currently undertaking the qualification

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The Level 2 Course, also the responsibility of Coaching, has also been subjected to alignment with IAAF standards. The course now has one event group specialisation giving more in depth knowledge. Information on the subject matter is now available online on the Coaching website. 138 Coaches have qualified at Level 2 in the last two years.

Coaching-Objective 3-Coach Licensing

The Licensing system is a work-in-progress and is being carefully developed because of the experience gained in other sports which have not been able to sustain the system in the long term. It is planned to introduce Licensing at Level 2 and Level 3 during 2014. Benefits such as access to significant online resources are currently in development. Licences will have to be renewed to ensure that those gaining a Licence are maintaining their skills and Coaching at the Level shown on the Licence.

Coaching -Objective 4 -Further Education

A number of other opportunities have been introduced to help coaches keep up to date and increase skill sets. An increased number of workshops are now on offer at local, regional and national level. An annual Coaching Conference Series is held where National Event Co-ordinators bring in International Coaches to lead workshops. In general, these have been well attended especially in the Throws event group. Bursaries are now available to help Coaches at the higher levels to attend EAA and IAAF Conferences abroad in order to up-skill. In addition to the above, the Coach's name is now added when athletes are named for Major Championships. This is rightly to recognise the contribution that Coaches make to the success of athletes.

Development – Objective 1-Membership

The increase in Membership in the last few years has been highly encouraging as it provides the double advantages of indicating a healthy sport and the provision of increased Membership income. I am pleased to report that our Development Team has played a significant role in the almost 40% rise in Membership over the last two years to 49,500 at the end of 2013. The growth has been boosted by the promotion of Fit4Life and Little Athletics by the Development Team and further promotion of the sport in PE Colleges and schools. 31 new clubs were also formed over the last 2 years. The Coaching and Development Committee, in conjunction with the Kilkenny City Harriers and the Development Team are promoting Fit4life Youth. A number of clubs have taken up the challenge and followed Kilkenny's lead in this particularly weak area of encouraging young people aged 15 to 18 to take up athletics with a 'softly, softly' approach. The initiative has been particularly successful with young females. Another Coaching and Development Committee initiative being promoted is an Athlete Development Programme which provides young athletes with a holistic approach to the sport and includes planning, time management and how to interact with other athletes and coaches. One course has been successfully held and another is planned for the summer.

Development-Objective 2 – Education and Up-skilling

The Development Team has responsibility for Athletics Leader, Assistant Coach and Level 1 Courses. These courses are the mainstay of the club coaching system and are massively valuable in maintaining a

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high level of coaching at juvenile level. Many of these coaches only remain coaching while their children remain interested or move up in age group and, in consequence, there is a high turnover especially at Athletics Leader and Assistant Coach levels. While this is not ideal the coaches provide a valuable service while operating and the courses provide valuable income. The Team, however do target school teachers, PE graduates and ex-athletes where coaching life has proven to be much longer. Over the last two years 63 Athletic Leader Courses have been held graduating 1077 helpers. 42 Assistant Coaching Courses were held with 675 graduates and 28 Level 1 courses produced 621 coaches.

Regional Squads complement the National Squads held by Coaching and promote a multi-sport philosophy until the age of 15. There are both Performance and Development Squads and coaches are actively encouraged to attend. Again, coach attendance is rising. Although numbers are not available a regular number of workshops are held by Regional Development Officers to up-skill Coaches at all levels.

Development – Objective 3 – Club Support

The Development Team has produced a manual which is designed to aid clubs to structure properly. The manual gives advice on how to structure a club and covers all aspects of club administration. This support is valuable in fostering stability and longevity in clubs of all sizes. The RDOs have a very strong role in supporting new clubs and smaller clubs with advice and in a number of cases with equipment.

Their role, in this context, I believe is not widely known or possibly even appreciated in the wider athletics community. I was particularly engaged with the question “what do the following clubs have in common?”. Farranfore Maine Valley; Ballymore Cobh; Loughrea; Metro St Bridget’s and Togher – all small to medium sized clubs. As many will already know these clubs produced our medallists at World level The Development team are well aware that talent does not discriminate and supporting clubs at grass roots is an important part of the job.

SUMMARY

The last two years have been a mixture of consolidation and development for Coaching and Development. They have been typified by a free exchange of information from the Executive staff and the Committee and some ideas from the Committee that have been carried forward and promoted by the Coaching and Development Teams.

I would like to think, as this Committee steps down, that Coaching and Development has moved forward and is focussed on the right issues. Finally, can I thank my Committee and both the Directors of Coaching and Development for their support during my term.

Jim Kidd Chair of Coaching & Development

Proposed: Martin Heery
Seconded: Bríd Golden

Competition Report

The past two years had many highlights in a period that was very positive generally. Some of its highlights were:

- The excitement of the European Team Competition in Morton Stadium.
- The opening of the AIT international Arena providing a superb venue for our championships.
- Opening the AAI Games to International athletes.
- The review of the National Track & Field League.
- The introduction of a new Indoor League.
- The return of live television coverage for our championships which has raised the profile of athletics and giving deserved recognition to all of our hard working athletes, coaches and officials.

TRACK & FIELD REVIEW

1. National League

Team numbers have increased with a greater number of county teams entering. A review of the League in September 2013 was a very worthwhile and productive exercise with a good turn-out of managers, coaches and athletes. Many matters were discussed within an open forum with a number of points raised which found favour. Two preliminary rounds and a final in early August is the schedule for 2014. Finals day is always a very exciting and rewarding day for the clubs who work hard to get their athletes to compete over the two rounds. The clubs are supported by the top athletes in the final which finishes off the track season superbly for another year.

2. Morton Stadium, Santry was the venue for the AAI Games. There was an increase in numbers in 2013, however, the participation in some of the events was low particularly the field events. Nevertheless there were some excellent performances. This fixture is normally scheduled for May for an early season event for the athletes, however, in 2013 the games were used as a rehearsal for the European Team Event.

3. Junior and Under 23 Championships

Traditionally this is a very good competition with many of our top juniors and under 23 athletes using the event to fine-tune their performances for the season ahead, Clare Fitzgerald (Discus) and Conor McCullough (Hammer) achieved European Under 23 standards. Tullamore Harriers has hosted the event very successfully over the years. In 2014 the championships will be staged in CIT Bishopstown, Cork.

4. Senior Championships

There is always a great buzz of anticipation around the Senior Championships scheduled to complement the major international event of the year. There were some very strong performances from the Junior and Under 23 ranks; however a worrying element is the lack of our high profile senior athletes competing, although the numbers actually entered in 2013 were the highest for a number of years. There was still a lot to be excited about, RTE were present and afforded great coverage on the Monday following the championships. Anita Fitzgibbon DSD Senior Women set a new National Javelin Record of 54.92 m and Nessa Millet; St Abbans set a

Junior Women 400 metres hurdle record of 59.00. Relay events were introduced in 2012 and the event still in the early stages of development and promotion within the club structure. In this event, the Crusaders Men Club Team set a new mark of 3.10.59 in the 4 x 400 metres. All athletes are to be commended for their performances and support for the championships. The integration of the Paralympian events continues successfully in co-operation with Paralympics Ireland.

5. Masters Championships

Tullamore Harriers Stadium is the venue each year for the Masters Championships which is growing in strength and quality year on year, covering all disciplines. This is a very enjoyable event for all with many friendships renewed. Poor weather conditions in 2013 did nothing to dampen the spirits as records tumbled.

6. Combined Event Championships

Continuing on from the previous years where all categories from Juvenile to Masters compete over two days, an event where the athletes form a bond of friendship and support and produce some excellent competition. There was an excellent partnership with the Juvenile Committee on the event. 2012 saw the introduction of an Octathlon for Youth, Boys and Girls and in 2013 a new Youth Boys record was achieved by Christian Robinson.

7. European Team Competition

This is an event that we can all be proud of with brilliant support coming from all aspects of our sport from volunteers to officials. It was a great weekend of athletics show-casing all that is best about our sport, concluding with fantastic performances from the Irish Team.

INDOOR CHAMPIONSHIPS

1. AAI Open Games

The introduction of International Athletes to the AAI Games has added an extra dimension to the early Indoor Season coupled with the opening of AIT International Arena. Athletes supported the event completely and produced excellent performances. This event will continue to be supported and built upon for the future. In 2014 there was a new national 800m record for senior and under 23 men set by Mark English (1.46.82) and with many other athletes, from home and abroad, achieving the qualifying standards for the major indoor events.

2. Junior & Under 23

The addition of the Under 23 age category to the Junior Championship was a great success. Live Streaming was in place in 2014 which proved very popular. Two new national records were achieved: Keith Doherty 60m (6.88) and Caoimhe King (12.68) in the Triple Jump.

3. Seniors Championships

RTE Live coverage was secured for 2014 which was very pleasing with great performances

although again we were missing a number of our top athletes. The spectator audience for 2014 was disappointing, although very knowledgeable and appreciative of the performances.

Attendances at our National Championships is an area we must prioritise and work on to improve. Junior Men's 200m record was set by Marcus Lawler (SLOT) in 21.19, with a World Indoor qualification time in the 60m by Amy Foster. Kelly Proper, as a result of winning the Long Jump and the 200 metres, achieved the record for winning the highest number of National Championships.

4. Masters Indoor Championships

This was an enormous success story with athletes competing and a high and level of performance throughout the programme. Many athletes continued their indoor season on to World Masters Indoor.

5. Combined Event Championships

2013 proved challenging as the Combined Events numbers from juvenile to masters were greater than anticipated, while 2014 was also big there were a number of new initiatives in place which helped with the running of the event. Numbers interested in Combined Eventing is growing with the standard improving all the time.

6. Indoor League

A new non-championship event was introduced in 2014 to allow more opportunities to our athletes to compete on home ground. The dates were not ideal this year but we did get support for the event from the clubs and from many individual athletes. The final day, while low in spectators was a very exciting competition with all teams performing well. We will continue to promote the event and seek to improve on the club team participation.

CROSS COUNTRY

1. Inter – County Cross country Championships

The 2012 Inter County Championships were held in the superb surroundings of Tattersalls, Ratoath Co. Meath where a last minute change to the course was made due to extremely poor weather conditions leading up to the event. Ratoath A.C and members of Meath County Board worked tremendously hard to prepare an excellent venue. Underfoot conditions were very difficult. It was a marvellous competition, with great participation level in all races. In 2013 we received a request to fix the event one week earlier to help prepare the athletes for European Cross Country. The Competition Committee were happy to make the change knowing that our top athletes would be competing in the event. The venue, Santry Demesne Dublin was excellent, where again the competitions were very heartening. It was refreshing to see that Juvenile Athletes remained on to see some outstanding performances. The International dimension to the races did not materialise this year in any significant way. Very appreciative crowds in both venues added to the excitement of the championships, contributing to a great atmosphere.

2. 2013 Inter Club Championships

Tullamore Harriers staged a tremendous day's competition in the peaceful surroundings of

Charleville Estate. The 2014 event took place in DKIT Dundalk, again a wonderful venue, with great co-operation by the clubs within the wee County to present a very good challenging course. Both were excellent spectator courses. The disappointing factor is the number of athletes competing which have been slowly declining over the past number of years. The change of date could be a factor this year which was regrettable however the demise of the event over the years needs to be addressed.

3. 2013 Intermediate and Masters Championships

Gransha Park Derry hosted the Intermediate and Masters Championships where again City of Derry provided a venue which we were familiar with, excellent support from the club with great finishing numbers in all races. In 2014, Dunboyne, Co. Meath saw an excellent start line in all races while the course was challenging as underfoot conditions in certain places were difficult. There were good facilities for administration. Systems difficulties delayed the Masters Men result, which was regrettable.

4. Road Championships

The National Marathon Championships is run in co-operation with Dublin Marathon which has proven very successful. 2013 saw a major increase in the numbers of athletes competing with in excess of 2,000 starting from AAI Clubs. 2014 online entry will allow the athletes to choose from a list of clubs which again will stream the process live. Results were delivered efficiently from the service provider which provided AAI Officials the opportunity to prepare the championship results which were posted on line the following day. A record number of teams participated in 2013.

5. The Half Marathon Championships in 2012 were held in Athenry, Co Galway where a great team effort from the local club was visible from the start. This was an excellent competition with 400 athletes competing. 2013 was the inaugural running of the Rock and Roll half marathon and again the national championships were held in conjunction with the event in Dublin. There was a very carnival like atmosphere with the athletes appreciating the support given to all around the course. This was excellent event from both an athletic and a spectator point, there were in excess of 700 entries in the AAI Section.

6. The National 10K is run in conjunction with Great Ireland Run in The Phoenix Park, Dublin and the numbers competing from Athletic clubs was up in 2013 in comparison to previous years with 850 club athletes taking part in 2013 and 395 in 2012. There was a fantastic organisation, tremendous atmosphere with a great mix and all abilities.

7. The National Road Relays which are held annually in Raheny, as always, runs smoothly with great support from the local club. 2013 saw Sligo A.C. winning the men's event for the first time.

8. The National Walks Championships were held in St Anne's Park Raheny. It must be said that the numbers participating in 2013 were very disappointing. However with the emergence of many

talented young athletes interested in walks competition, due in no small way to the success of Robert Heffernan, this event will improve over the coming years.

SPRING THROWS DAY

Another new event introduced in 2013 held in Athlone IT was the Spring Throws Day. While numbers were small the opportunity offered to the throwers was appreciated. All weights were catered for from under 16 upwards. Events were presented by weight categories rather than age which was successful. Santry is the venue for 2014.

FIXTURES MEETING

A meeting of all parties involved in setting dates is held annually. It has proven effective but challenging at times to facilitate all requests, however we will continue in our efforts to set a calendar suitable and acceptable for all.

OFFICIALS

Every competition requires a large number of officials who are willing to take on new roles when requested and are invaluable to the organisation of a competition. Qualification of new officials continues with the integration and mentoring at national championships. Annual workshops are held which has been received well with excellent feedback from those in attendance.

FINALLY

- The use of on line entry has improved enormously, although still experiencing some difficulties, the system has streamlined the entry process.
- Entry Deadlines has improved the administration on the day of competition.
- Publishing the start list on AAI web site in advance of the competitions has proven very useful and informative.
- Chip Timing was used for Cross Country and Road Championships with some success.
- Meet Manager Result system has been used at the majority of our championships successfully, including field terminals and electronic distance measurement (EDM).
- All venues for cross country were presented superbly with immense support from the land owners, local organising committees, clubs and County Boards.
- Co-operation of all staff and volunteers at Athlone IT, Morton Stadium, and Tullamore Harriers is to be commended for their attention to detail in preparing the stadiums for championship competition.
- Venues for the National League vary from year to year, however without exception we have

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been welcomed and facilitated very well over the years.

- Official of the year award winners were Aine Pobjoy, Mid Sutton in 2012 and Brian Dowling Naas, in 201. Both very worthy recipients and are to be congratulated.

An ever present presence in competition over the years has been Bernie Dunne who has taken the decision to retire from her role as Competition Manager but will continue to volunteer her services on championship days; we wish her an enjoyable retirement and thank her for her years of dedication.

New members to the competition team are Moira Aston who has embraced the lead role of Competition Manager along with Conor Greally and have both Moira and Conor have provided invaluable support to the competition committee.

We are fortunate to have among our ranks many officials who have attained international recognition and appointments for 2014. I congratulate all and look forward to your valued support.

Ireland is renowned for diverse weather conditions yet we are still surprised when we get a bad weekend for cross country or even track and field. We can be taken by surprise with a wonderful day in Autumn for our cross country and a monsoon for track and field but it is in rising to these challenges and delivering the event that we can see the strength and calibre of the Athletics Ireland official. I am privileged and honoured to work alongside a team of extremely professional officials along with the competition committee of Athletics Ireland who respond positively and effortlessly to all challenges. To the team that is the Competition Committee who meet regularly to discuss and debate all that is required I couldn't ask for better support.

I would like to thank my fellow Board Members, Professor Ciarán Ó Catháin President and CEO, John Foley for their assistance over the past two years, and to all who have contributed to the running of our events, ensuring that we continue to present a professional and efficient competition structure.

To my committee members a sincere acknowledgement of your enthusiasm, drive and loyalty to the sport of athletics.

Georgina Drumm Chair of Competition

Proposed: Ciarán Doyle
Seconded: Padraig Griffin

High Performance Report

It's been both a challenging and rewarding two years in High Performance. The new professional era has bedded in and carding has been handed over to us from the Irish Sports Council. However any High Performance system is measured on the performances of the athletes and the following is a list of top 8 performances over the last 24 months:

Top 8 Performances April 2012 – April 2014			
2013 European Cross Country 2013	Fionnuala Britton	4th	
2013 World Championships	Robert Heffernan	1st	50km Race Walk
2013 World Youth Championships	David Cussen	7th	High Jump
2013 EYOF	Louise Shanahan	1st	800m
	Girls 4 x 100m Relay	1st	
	Siofra O'Flaherty	2nd	3000m
	William Crowe	2nd	1500m
	Roseanna McGuckian	3rd	200m
	Cian McBride	5th	800m
	Nadia Power	5th	1500m
	Adam King	6th	Hammer
	Phoebe Murphy	8th	100m
	Jenna Bromell	8th	400m
	Annie Stafford	8th	Long Jump
2013 World University Games	Brian Gregan	5th	400m
	Amy Foster	5th	100m
	Laura Reynolds	6th	20km Race Walk
	Claire Tarplee	6th	1500m
	Jessie Barr	6th	400mH
	Michele Finn	7th	3000m SC

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2013 Euro U23 Championships	Paul Robinson	4th	1500m
	Shane Quinn	4th	10,000m
	Conor McCullough	6th	Hammer
	Richard Morrissey	7th	400m
	Thomas Barr	8th	400mH
2013 European Teams 1st League	Ireland	7th	
2013 European CE 2nd League	Kelly Proper	6th	Heptathlon
2013 European Race Walking Cup	No top 8 finishes		
2013 Euro Winter Throws	No top 8 finishes		
2013 World Cross Country	Senior Womens Team	5 th	
2013 European Indoor Games	Ciarán Ó Lionard	3 rd	3000m
<i>(Potential Change to medal pending)</i>	Derval O'Rourke	4 th	60mh
	Ciara Everard	6 th	800m
	Fionnuala Britton	3 rd	3000m
2012 European Cross Country	Senior Men	7 th	
	Senior Women	1 st	
	Junior Women	8 th	
	Fionnuala Britton	1 st	Senior Women
	Linda Byrne	8th	Senior Women
2012 Olympic Games	Robert Heffernan	4 th	50km Walk
2012 European Championships	Paul Hession	8 th	200m
	Brian Gregan	6 th	400m
	Fionnuala Britton	4 th	10,000m
	Jessie Barr	8 th	400mh
2012 World Junior Championships	Mark English	5 th	800m

SUMMARY

Progress in the High Performance area in the last two years as follows:

- Launched a High Performance Strategic Plan that is jointly agreed and funded by AAI and ISC.
- Put in place a professional staff and coaching structure to ensure the delivery of our High Performance Plan. This is a requirement for ISC High Performance funding. As part of the plan we continue to grow our coaching structures and have appointed a full time endurance coach.
- A co-ordinated Performance Service structure was put in place to support carded athletes.
- Assumed the management of the overall carding programme.
- Identified our competition pathway that aligns with our carding programme. All policies tie into our support and AAI can now focus in on the delivery of our high performance targeted competitions.

We continue to focus on better communication and organization between all working parties (athlete, coach, providers, staff and stakeholders).

Our High Performance Committee has worked well with our professional staff attending every meeting and furnishing reports.

I want to thank my fellow committee members and staff especially Gillian Brosnan who is my first point of contact in the office.

Finally I want to thank the Athletes for giving us all some wonderful moments over the last two years. To stand in the company of great Irish athletics supporters such as Sean Callan and Harry Gorman as our cross country women were presented with European team gold medals and Fionnuala Britton individual gold was memorable. To witness Robert Heffernan become World Champion against all the odds was the stuff of dreams.

Ray Flynn Chair of High Performance

Proposed: Bríd Golden

Seconded: Tim Fitzpatrick

Juvenile Competition Report

As Chairman of the Juvenile Committee I am pleased to report on our activities from May 2012 to April 2014. Following the General Congress of the Athletic Association of Ireland 2012 the newly elected Juvenile Committee and the provincial representatives held their first meeting at A.A.I. headquarters on 19th May, the following positions and appointments were agreed. During this period the committee formally met on 16 occasions. The meetings which were mostly held in conjunction with juvenile competition to minimise travelling and cost, were productive, informative with healthy debate on many aspects of juvenile athletics.

Chairperson :	Jim Ryan
Secretary :	Evelyn O'Reilly
Finance Officer :	Jim Ryan
Competitions Secretary:	Anne Mc Hugh
Cross Country Secretary:	Tony Ennis
Asst. Chairperson:	John McGrath
Child Officer:	Matt Lynch
Committee Member:	Esther Fitzpatrick
Committee Member:	Aine Pobjoy
Provincial Representatives	
Ulster:	Evelyn O'Reilly
Munster:	Tim Fitzpatrick
Leinster:	Nicky Cowman
Connaught:	Pat Fitzgibbon
Co-opted Member:	Ciaran Doyle

It is extremely encouraging to observe the registered membership rise during the past two years, the formation of new clubs, and the great work undertaken by the Regional Development Officers. Matt Lynch continues in his role as Child Officer and attends meetings regularly informing the committee of any changes or advising on issues which require attention.

We have had very many good championships with excellent Championship Best Performances and we continue to work closely with the Competition Committee especially on our Cross Country and Combined Event Championships. The continuous emergence of young talent in the juvenile ranks, along with their success at International level, is of enormous satisfaction. Media coverage is also improving, helped along by the wonderful performances by the athletes. Attendances at our championships continue to rise and the wonderful work by the coaches and parents is evident to see at all of our championships.

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CROSS COUNTRY

The even and uneven cross country events produced brilliant competitions on very well constructed courses and great credit to the host clubs for their brilliant work preparing the courses and the help they provided stewarding the events. Ratoath AC and Adamstown AC were our hosts in 2012 and Clonliffe Harriers and Waterford AC did the honours in 2013. Chip timing was introduced for the 2012 Juvenile events but because of a number of glitches in the results system the chip timing was abandoned for the 2013 events. I believe that chip timing for juvenile cross country should certainly be revisited again, given another chance. The 2012 development cross country event was held in Derry which attracted a very small attendance. The 2013 event was held recently in Dunboyne, Co. Meath which attracted very big entries in all races. Both events were staged in conjunction with the Masters and Intermediate events. I believe that every effort should be made to stage this event at a central venue as it attracts a number of athletes competing in cross country for the first time.

The Inter -County cross country relays which is staged in conjunction with the Inter Clubs event is up for discussion at this Congress, and must be debated seriously to determine if there is a need or a desire to continue with this event.

All the organising committees and host clubs are to be congratulated on the wonderful work undertaken to provide venues with suitable services for our cross country championships.

INDOOR TRACK & FIELD

The indoor championships were held in the newly constructed international arena at Athlone I. T. which were very well attended with large entries and many championship best performances achieved, showing the continued progress of our juvenile athletes. This new infrastructure will be of tremendous benefit to athletics in Ireland well into the future. A special word of thanks is extended to the Management and Staff of Athlone IT for all their assistance before, during and after the event.

OUTDOORS TRACK & FIELD

Outdoor Track & Field continues to go from strength to strength. The Children's Games were hosted by Cork County Board, 2012 and Finn Valley Athletic Club, Donegal in 2013 while the Championship events were in Tullamore. Excellent performances were achieved and championship best performances recorded. Based on the talent of our Juvenile athletes the future of athletics in Ireland is in safe hands. As usual the great help and courtesy shown by all the host club officials, and every effort was made to ensure that all the events were held in a safe and fair environment.

INTERNATIONAL

The Celtic games were staged in Aberdeen Scotland in 2012 and Colwyn Bay Wales in 2013. Because Ulster Athletics withdrew from the competition, Athletics Ireland was able to select athletes from the 32 counties. Aberdeen proved to be very successful. Athletics Ireland had a very strong team and won six of the seven trophies on offer. Last year in Wales we encountered very strong opposition from the host country and Scotland. Athletics Ireland won the u18 boys event. The Celtic games will this year be staged in Ireland.

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The Celtic cross country of 2013 was held in Greenmount, Co Antrim. Both Irish U17 boys and girls teams won gold with Siobhra O'Flaherty winning the individual gold. Ireland also had development teams in both competitions that performed very well and gained very valuable experience for the future.

In the Celtic Cross Country, in 2012, which was held in Cardiff Wales on a very difficult course which was covered with snow both Irish U17 teams gave sterling performances again winning gold in their events and for good measure Siobhra O'Flaherty once again won the individual gold in the girls event.

EYOF UTRECHT 2013

The 16 strong Irish team claimed five medals at the European Youth Olympic Festival in Utrecht, Netherlands from the 14th until the 19th of July. There were also numerous personal and seasonal best performances achieved by the athletes on the Irish team.

EYOF Irish Team

Jenna Bromell:	400m
William Crowe:	1500m
Adam King:	Hammer
Cian McBride:	800m
Roseanna McGuckian:	200m
Elizabeth Morland:	100mH
Kevin Mulcaire:	3000m
Phoebe Murphy:	100m
Siobhra O'Flaherty:	3000m
Nadia El-Tom Power:	1500m
Louise Shanahan:	800m
Eoin Sheridan:	Discus
Annie Stafford:	Long Jump
Michaela Walsh:	Shot
Laura-Ann Costello:	Relay
Niamh McNicol:	Relay
Phoebe Murphy:	Relay

The medal winners were:

Louise Shanahan, Gold; Siobhra O'Flaherty, Silver; William Crowe, Silver; Roseanna McGuckian, Bronze; and the 4 x 100m relay team gold.

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Congratulations to all team members and management on a wonderful two year period at International level.

On the social scene, we honoured athletes from each county along with many other special achievement awards at the Tipperary Crystal Star Awards function in 2013, and 2014. This night is the highlight of the year and the achievements of the athletes are nothing short of extraordinary.

To all our sponsors, Woodie's D.I.Y, New Balance, Tipperary Crystal, we are enormously grateful for the support received.

Finally I applaud and commend all the officials who give so generously of their time to provide an athletic competition programme for the athletes. To the host clubs and venues I thank you for your continued co-operation, my thanks also to Bernie Dunne, Moira Aston and all the staff in the office, to my fellow committee members, our CEO, John Foley and the Board members of AAI for your support.

I have made many new friends in the sport during my last two years as Chairman of the Juvenile Committee and I wish to express my thanks to all who have helped me over the two of years. I am delighted at the success of our juvenile athletes and recognise that these young athletes are the future of our sport.

Jim Ryan Chair of Juvenile Committee

Proposed: Pat Fitzgibbon

Seconded: Mary Meagher

Technical Committee Report

The terms of reference of the Technical committee are:

Training and Certification of Officials

Competition Equipment

Statistics & Records

The committee met six times during the term and the members also liaised with other committees, the Office and the Board as required.

TRAINING AND CERTIFICATION OF OFFICIALS

Courses delivered by Athletics Ireland tutors:

General Officiating Introductory courses were hosted by Kerry in Tralee, by Leinster in St Abban's, Navan, St Laurence O'Tooles, Tullamore and by Galway in Loughrea.

A Starters and Starters Assistants course was held in Tullamore hosted by Leinster.

Should any part of Athletics Ireland wish to host a course please contact the incoming Technical Committee.

PATHWAY TO NATIONAL TECHNICAL OFFICIAL

Following on from the successful National Technical Officials process in 2011, the following training days for National Officials were held in Athlone IT; 2012 – Jumps , 2013 – Throws, 2014 Track and General Officiating. It is proposed to hold the National Technical Officials process again in early 2015.

INTERNATIONAL OFFICIALS

Following the European Athletics (EA) TOECS II course and Area International Technical Official (ITO) evaluation in Lisbon, POR in September 2013, Declan Curtin (Dublin City Harriers), Pierce O'Callaghan (Clonliffe Harriers) , Ronan O'Hart (Sligo) and Michael Quinlan (Bandon) all successfully passed the evaluation and hold the EA ITO Level II qualification. Declan, Pierce and Ronan were appointed to the EA ITO level II panel for 2014-2017.

John Cronin (Tullamore Harriers) who also was in Lisbon, attended the IAAF ITO Level III seminar and evaluation in London in October 2013. John successfully passed the evaluation and was appointed to the IAAF ITO Level III panel for 2014-2017.

Athletics Ireland hosted the EA Race Walking Judges Level II Course and Evaluation in Athlone IT in September 2013. The hosting and the venue received great praise from European Athletics and the candidates alike. Arising from the evaluation, both Ray Flynn (Sligo) and Shaun Gallagher (Finn Valley) successfully passed and were appointed to the EA Race Walking Judges Level II panel. Pierce O'Callaghan

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has been previously appointed to the IAAF Race walking Judges Level III panel.

The number of current internationally qualified Athletics Ireland Official positions at eight is at an all-time high.

It is worth noting that Zuzana Malikova Costin (West Waterford) was also successful and was appointed to the EA Race Walking Judges Level II panel representing Slovakia.

COMPETITION EQUIPMENT

A submission for competition equipment was prepared for the Sport Capital Grant process in 2014.

The policy of rotating existing equipment to the regions when new replacement equipment is purchased continues.

In conjunction with the Juvenile and Competition committees a matrix of electronic equipment has been agreed for Indoor and Outdoor competitions. A protocol for use of AI electronic equipment throughout the association was also developed. The equipment is maintained and calibrated as required.

A new set of measurement equipment for implements was sourced and is now in use at all the National Competitions. An equipment officer is in place for field event implements.

STATISTICS AND RECORDS

Records:

During the 2 year term there were a total of 74 (49 Outdoor/25 Indoor) records broken and ratified. Of these 36 were broken in competition hosted in Ireland with 19 indoor records broken in the exciting new Indoor facility in Athlone. The breakdown by category is:

	Outdoor	Indoor
Senior Men	5	1
U23 Men	10	1
Junior Men	7	7
Youth Boys	9	5
Senior Women	8	2
U23 Women	2	4
Junior Women	8	4
Youth Girls	-	1

Full updated records for:

- Senior, U23, Junior and Youth Indoor & Outdoor (note: Youth Indoor is new)
- All Comers Outdoors/Indoors for 32 counties
- Road and Ultra events are published on the AI website.
- A protocol for records in track events hosted in Ireland has been developed.

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The Indoor and Outdoor performance lists are presently maintained online on behalf of the Athletics Ireland by Mirko Jalava of the established Tilastopaja statistics service. Mr. Jalava is the recognised Statistician for the European Athletics organisation. Killian Lonergan the Athletics Ireland Statistician and a member of the committee is the liaison person for this.

Work has commenced on the conversion of previous ranking lists from paper based to electronic format.

The All Time lists have also been maintained, with the Indoor list now dynamic, driven by the statistics service, it is hoped to extend this to the outdoor list.

HISTORICAL STATISTICS

The following historical lists have been compiled (led by Pierce O'Callaghan):

- National Championship Roll of Honour expanded for Outdoor 1873 -(including clubs) and Indoor 1988
- List of Irish Athletics Presidents 1885
- List of Irish Athletics General Secretaries / CEOs 1873
- Complete history of Irish Athletes in the following Championships -Olympic Games 1896-, World Championships Outdoors 1983-& Indoors 1987-, European Championships (Outdoors & Indoors)
- Major International medal winners 1900
- Complete list of Irish International Cap winners 1876-(including Ultra and Mountain Running)
- Work in progress: Irish record progression for all events

Stadium records for the following tracks have been compiled, published and maintained on the AAI website:

Indoor -Athlone IT International Arena; Nenagh Olympic; Belfast Odyssey Arena.

Outdoor – Castleisland, College Park, Trinity College; Cork IT; Cork Mardyke; Finn Valley; Letterkenny; Morton, Santry; Sligo; Tullamore Harriers and Waterford Regional Sports.

CONCLUSION

The successful hosting of the European Team Championship in 2013 was a testament to the high standard of officials available within Athletics Ireland. Also during the event the results system and the majority of the technology was provided by Athletics Ireland and operated by our own officials.

These are the same officials and this is the same equipment that continue to be at our championships, the future will be bright with the continuation of education and the investment in technology and the rollout to all the association.

As always new officials are welcome and the hope is more will get involved at county level and in the regions and eventually may progress to national and international level.

There has been huge progress in the area of records and statistics, with high expectations that everything becomes available almost instantly on the internet, this has been improving. It is always

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helpful for meeting organisers to immediately notify of a record or a significant performance.

The publication of the historical lists on the AI website has created huge interest from former members and indeed their family members with great feedback received.

I would like to thank all the members of the Technical Committee for their significant contribution during the term, and on our behalf thank the Board for our appointment. In addition to the members of the committee, I would like to pay tribute to Michael O'Hart for compiling and maintaining the Officials Education training material and to Cyril Smyth for outstanding research in relation to the compiling of the historical lists.

John Cronin Chair of Technical Committee

Proposed: Michael Quinlan

Seconded: Karl O'Connell

Chief Executives Report

1. INTRODUCTION

The past two years have been both challenging and exciting as we continue our journey of growing the sport of Athletics. We have seen many changes in the period, however there is one constant and that is the continuing commitment and dedication of volunteers and staff throughout the country to ensure that our sport progresses and that athletes at every level are given opportunities to optimise their performances. I would also like to acknowledge the support of the Department of Transport, Tourism & Sport, the Irish Sports Council, the Irish Institute of Sport and the Olympic Council of Ireland.

We have had many sporting highlights, particularly the victories of Fionnuala Britton in 2012 and Rob Heffernan in 2013. However, there were many more and I am particularly encouraged and optimistic when I see the number of young emerging athletes who, no doubt, will bring glory to themselves and their country in the future. Our sport needs more heroes and now that we have the systems and structures in place we can be confident that we will see a dividend.

While we often see International success as the barometer of where we are, we must look deeper to determine the progress of the organisation and I am satisfied that we are going in the right direction in a number of areas which will result in sustainable growth over the next five years.

The following is a summary of each area:

2. MEMBERSHIP:

The growth in membership has been very encouraging over the past number of years and in 2013 we had a total number of registrations of 49,542 which was an increase of 17% on the previous year's number of 42,202. In fact, when we examine the last five years we can see that the sport has become increasingly attractive to both young and adult participants. Membership has developed as follows since 2009 when we had 29,682 members.

Athletics Ireland growth in membership

Year	2009	2010	2011	2012	2013
Total Members	29,685	33,456	35,490	42,294	49,542

Facilities, particularly the availability of modern tracks, are key to the future of the sport and we continue, with the assistance of the Department of Transport, Tourism and Sport to improve in this area. The building of the Athlone International Arena in 2013 was a significant step forward and has already had a very positive impact in attracting international athletes to Ireland and also giving the opportunity of our athletes to compete at home.

Breaking down the numbers further you will see that we have achieved growth in each area, Juvenile, Junior, Senior & Masters as follows:

	2009	2010	2011	2012	2013
Juvenile	19,405	20,697	21,790	25,776	29,492
Junior	297	453	278	317	533
Senior	3,474	5,300	5,157	4,649	5,485
Master	6,509	7,006	8,265	11,553	14,032
Total	29,685	33,456	35,490	42,294	49,542

Growth is coming from every area and has been driven by the work of clubs around the country and the improvement in facilities in nearly every county. We have just completed our National Juvenile Indoor Championships and it is very heartening to see the level of enthusiasm for our sport in our younger ranks.

While growth in our Juveniles continues at a pace it is also enormously encouraging to see the increases in our Senior and Master membership. This is driven mainly by the growth in Fit4Life which has brought a new category of member where the primary interest is in health and fitness as opposed to competing in club and county competition, although a number of Fit4Life members have decided to join club teams and compete in appropriate events. Strategically Fit4Life is very important to Athletics Ireland as we continue to influence the health of the nation. Running has very low barriers to entry, needing only a pair of running shoes and a track-suit and has a very attractive social element to it. As a partner with the Government and the Irish Sports Council we see ourselves as a leader in getting Ireland healthy through promoting a healthy life-style through exercise and diet. Fit4Life has the potential to be the vehicle to achieve significant increases in participation over the next five years and we plan to place a high degree of focus in this area. At the end of 2013 there are 130 Fit4Life groups and our plan is to take this to 250 groups in the next two years.

3. COMPETITION AND TECHNICAL

The Chairs of Juvenile and Senior Competition and the Chair of Technical have given very comprehensive reports on their respective areas which are included in the Congress Papers. The volunteers and staff have worked very closely over the past two years to ensure that national events were run efficiently and effectively. The online entry system and the electronic competition management system have both significantly improved our capability of delivering competitions and we acknowledge the grant support from the Department of Transport, Tourism and Sport in funding equipment in this regard. The hosting of the European Team Championships in 2013 was a highlight of the past two years and saw the technical and competition team working hand-in-hand in staging a very successful event. We can all be very proud of how we managed this event.

4. CLUB GROWTH:

The number of clubs have grown significantly in the past 5 years and we reached a total of 316 at the end of 2013. While growth in club numbers are important, we must also continue to focus on the existing clubs to ensure that the appropriate structures are in place in the areas of Governance, Coaching and Facilities. One area where we have not seen an impact is in inner-city where there are high population densities and opportunity to attract new members to our sport. This will be a focus in 2014 and future years.

5. COACHING:

Coaching is such an integral part of everything we do in Athletics. We have made enormous strides over the past two years in all areas of coaching from basic level to elite athlete and we are fortunate to have Coaching Ireland as a partner to ensure that the proper standards are maintained at all levels. The Chair of Coaching has covered each area for Coach Education, Workshops, Regional Squads and Level 3 (IAAF 4) in his report.

6. HIGH PERFORMANCE:

The Chair of High Performance, in his report, has summarized the major strategic issues in the High Performance area together with the achievements of our athletes.

The following gives a report on the specifics of the High Performance Programme. The past two years have seen a significant change in this area with the appointment of a Director of High Performance and a building of a structure, based on international best standards, in the areas of medicine, nutrition, strength and conditioning, psychology, physiology and physiotherapy. These appointments were made in partnership with the Institute of Irish Sport which has grown its capacity and expertise over the last two years. We have seen a significant increase in the numbers of athletes attending the Institute with the resulting benefits.

The following is a summary of the progress in the last two years:

High Performance Progress

As we move forward in the process of implementing our four-year strategic plan we have already put in place a large number of the specific and general recommendations identified in the 2012 London debrief. In our current High Performance plan, we have identified seven key strategic priorities that have set the base for our principal achievements over the last two years and the plans moving forward.

The highlights and achievements are as follows:

(i) Operational support

- **Management:** We have a core High Performance Team in place that is functioning, working collectively with specific roles and responsibilities. As we continue to grow as a High Performance unit our challenge will be (with the current level of funding) to “add” the needed staff to support and drive our future strategic activities. This is a requirement for ISC High Performance funding. We will continue to grow our coaching structures.
- **Performance planning:** We have completed our four-year planning documents and continue to develop our yearly operational plans and activities throughout the event disciplines that support our strategic priorities.
- **Performance managing:** With a high performance team in place the level of performance management is influencing deeper into the elite pathway and the outcomes are becoming more effective.

(ii) Communication & Environment

- **Communication:** this is an area that AAI/HP unit have worked hard to improve on. Communication was an “identified” area needing to be addressed and I believe that we have had significant improvement across the board with our communications. Moreover, we have spent a lot of time dedicated to preparing, presenting and communicating our High Performance plans throughout the sport, to our Board and committees, athletes, coaches, and the media.
- **Facilities and Environment:** This is an area that will take a bit longer to establish, although we

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have worked hard to deliver most of our programme activities in Dublin as a start. We are slowly building a bigger network and look to support more athletes/coaches across Ireland. As Campus Ireland builds up we hope to have a working semi-centralized hub in Dublin by 2015.

(iii) Athlete Support

- Carding and funding support has been targeted and given to athletes who have the potential to achieve our performance goals. AAI have developed an approach to identify the right athletes through the carding system. We have developed athlete agreements and are helping athletes become more professionalized in their approach to planning and competitions.
- AAI is now managing the overall carding programme through five different levels. This is critically important to the High Performance programme. Overall athletes coming through the system are achieving a higher standard of performance.

(iv) H.P. Coaching

- Working to address the issues in coaching, we have hired their first full-time Endurance coach in 2013 and have integrated the previous National Event Coaches into the High Performance unit. Our National Endurance coach is working to develop plans to support coaches and create an endurance coaching community.
- The NEC will be working to bridge the gap between high performance and development coaches through our AAI coaching education courses.
- AAI are in the process of developing an HP “performance coach programme” and look to implement the plan in 2014.
- Overall are limiting factors of putting more coaches in place will be determined by the funding levels AAI receive. Outside of the full/part time coaches put in place, personal coaches of our elite athletes have also been supported for travel to camps, competitions, and championships.

(v) Competitions

- We are setting in place a structure to identify our competition pathway that aligns with our carding programme. All policies tie into our support and AAI can now focus in on the delivery of our high performance targeted competitions.
- We have identified the competitions and the championships that make up our High Performance pathways.

(vi) Performance Services

- We have set in place a coordinated Performance Service structure to support carded athletes. Having started from one Physio and one Doctor two years ago to having a team of service providers across the country with a very busy championship schedule, AAI continues to deliver the support necessary to get athletes to the line in their best health.
- AAI and the Institute of Sport have collectively worked together to build a system of support and the AAI is thankful for this relationship.

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- Overall this is a very strong area for the AAI and the IIS but continued funding is needed if we are to take this to the next level and to maintain our current level of performance delivery.

(vii) HP Athlete Development

Overall the development of athletics in Ireland is currently healthy. We are developing a greater depth of talent in many disciplines. This is readily identified through our performance results at the youth, junior, and U23 levels.

In 2013, our youth and junior teams have most notably achieved the best performance results at major championships in recent history. AAI have identified our key competitions and set our performance benchmarks at a high standard--our athletes have stepped up to achieve these marks and have performed well at major championships this summer.

In the targeted event areas AAI have started to develop specific plans for the endurance group, led by our National Endurance coach. These plans have been well received amongst the endurance athletes and coaches and preparations for European Cross Country and 2014 Marathon Cup are well underway. AAI's NEC's are in the process of developing their event area plans for 2014. This year AAI revised the job descriptions for the NEC's and integrated their work alongside the HP programme.

7. ANTI-DOPING REPORT 2013

Testing

In-Competition tests completed

National Championships -8 Urine tests All Other

Competitions -16 Urine tests

Out of Competitions tests completed

82 Urine Tests 59 Blood Tests

Adverse findings reported in 2013

Tomas Rautkys, a discus and shot put thrower, has been sanctioned for a period of ineligibility of 2 years commencing on the 15th August 2013 – the date on which he was provisionally suspended by Athletics Ireland. In a doping control test immediately following his win in the National Championships, he provided a sample which tested positive for the presence of a prohibited substance, Stanozolol.

Period of report: 1st January 2013 – 31st December 2013

Athletics Ireland will work with the Anti-doping Unit in the Irish Sports Council over the next year to produce its first Anti-Doping Education Strategy to formalise the work currently being carried out. This strategy will set out goals and objectives for each season and establishes a formal framework for operations in this area.

Athletics Ireland works closely with the Irish Sports Council to ensure the membership has up to date, relevant information regarding the various aspects of Anti-Doping via our websites, entry forms and registration forms. This could include general information for athletes and more detailed information

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regarding checking medications; testing procedures and prohibited substances for competitive athletes. AAI provide the clubs with a template membership form that includes a note regarding anti-doping and testing. Entry forms also include information regarding testing.

The Irish Sports Council now requests that the NGB Anti-Doping Officers provide an annual AGM report.

The Anti-Doping Officer ensured that relevant anti-doping material was distributed at competitions, camps and screening days.

There were 25 athletes on the registered testing pool in 2013.

Athletics Ireland Anti-Doping Officer – Gill Brosnan

8. MARKETING

a) Media Coverage

Gaining media coverage for athletics is a key objective for the marketing team. Over the last two year generating media coverage for athletics has focused on PR communications around key national and international championships (Juvenile, Senior and Schools). There has been a consistent flow of quality updates provided to key athletics correspondents in national press and in broadcast media. In addition there has been a strong drive to increase coverage in local press and to continue relationships with RTE TV. This resulted in the National Juvenile and Senior Championships receiving annual media coverage to the value of €5.9m (KANTAR). While the Schools Championships received media coverage to the value of €1.8m (KANTAR) in 2013.

b) Athlete Media Training

It has been recognised that media training is a key part of an athlete's development pathway. It is imperative that athletes understand how to interact and communicate effectively with the media, to manage their reputation and have an understanding of their media obligations as carded athletes. The Marketing team delivered their first phase of their media training in February 2013 to the Junior and Youth carded athletes. This included an overview of the media landscape provided by Sinead Galvin, Marketing Manager. David Gillick provided insight into dealing with the media from the athlete's perspective. Niall O'Flynn from RTE TV and Cliona Foley from Irish Independent Newspapers provided the athletes with the media's perspective. There was an interactive section dealing with reputation management by Declan Conroy with tips on interview skills right through to the pros and cons of social media.

c) Website

The Athletics Ireland website is the shop window to our sport. The site was revamped in June 2012 with the overall objective of improving the look of the site, the functionality and the content to improve the experience for current users and to gain new visitors to the site. The Athletics Ireland website now has over one million visits to the site yearly. Unique visitor (number of unduplicated visitors) to the site is up 36% from 257k to 335k over that two year period.

d) Social Media

Social Media is now a corner stone of our communications tools with our fans (athletes, parents, coaches, key stakeholders, and media). It effectively allows us to engage with our fans in a two way conversation. The marketing department has achieved strong growth in this area over the last two years by consistently providing relevant and engaging content. Facebook Likes have increased by 239% over the last two years from 2,365 to 8,023 (Target was 7,000). Twitter Followers has increased 369% from 1,814 to 8,510 (Target was 6,000). The Irish Schools Facebook was launched in 2011 and has grown from 1,000 LIKES to just over 3,700 LIKES. The Athletics Ireland social media platforms have achieved exceptional levels of engagement. The Industry average engagement rate of a Facebook page with 0-10k followers is .96%. For example the report and results from the 2013 National Outdoor Track and Field Championships yielded double this with 1.8% engagement. The picture and caption posted on Facebook for Rob Heffernan's gold winning performance in Moscow yielded a 26% level of engagement with our audience. These numbers illustrate the passion of our online audience and the power of our social media platforms.

e) New Channels of Communication

Athletics Ireland is embracing new channels of communication to meet the demand of fans. For the 2014 Indoor season Live streaming was provided for the Junior and U23 Championships (10,000 viewers) AAI Open Games (18,000 viewers) and Juvenile Championships (TBC). The Athletics Ireland YouTube Channel was launched in February with interesting video content from International press conferences and post-race interviews from National Senior Championships. The videography content created for the World Indoor championships also received exposure on the Irish Times and Irish Examiner digital formats.

f) Sponsorship Management

The Marketing department over the last two years has been focused and committed to providing quality sponsorship support services. They have worked to develop relationships with right holders and provided on-going communication. New Balance, apparel sponsor to the International Team has extended their contract from 2013-2015 to 2016. Aviva extended their sponsorship of Irish Schools to 2014. Woodies DIY continued to support out Championship through the cross-country and Indoor seasons and we are deeply appreciative of the level of commitment which they have shown to athletics for the past 12 years.

g) Sponsorship Acquisition

The strategy for the acquisition of new sponsors has focused strongly on property development and property pitching. The property development phase included defining the properties available of which three were identified, scoping out the opportunity, creating a Hook around each of the available properties and generating compelling customised sales material to sell the property. For property pitching a targeted list of prospects was created and prospects approached. Presently a new sponsorship partner has been secured for Little Athletics, Fit4Youth and Summer Camps and is at contract stage. The National Championships (hook Grass Roots to Glory) and Fit4life is at an advanced stage of uncovering needs and scoping out the opportunity with a potential partner with the objective of moving to agreement in principle in coming weeks and then contract. For the High Performance coaching programme a sponsorship concept 'From Great Coaches comes Future Champions' with support material including video has been developed and is currently being pitched to a target list.

h) Recreational Races

Athletics Ireland has two key races which it has complete ownership Grant Thornton Corporate 5k Team Challenge and the Remembrance Run 5k. The marketing team developed and implemented extensive Marketing, PR and Promotional plans to attract entry to these events. In the first year of the Grant Thornton Corporate 5k Team Challenge there was an impressive entry of 427 teams which increased to 766 in 2013. For the Remembrance Run 5k in 2013 the race was a huge success with an entry of 2,263 more than double on the 2012 event (971). In addition support is provided to event organisers of races which we have a partnership including the Dunboyne 4 Mile, Samsung Run Night Run, Rock 'n' Roll Half Marathon, Operation Transformation and the Run with Ray Darcy Series. The marketing team has also managed the Athletics Ireland email marketing communications to the recreational running database which now has over 30,000 subscriptions.

i) National Athletics Awards

A full promotional plan and event management plan was planned and delivered for the Athletics Ireland National Awards which recognises Ireland's most successful athletes, clubs, coaches and officials each year. The 2013 Awards moved to a luncheon format with 200 guests attending, positive feedback was received from attendees regarding the format change, in particular the athletes and the media welcomed the time change. The event received outstanding PR coverage with RTE attending and showing footage on the 6 o'clock and 9 o'clock news. Editorial and event pictures landed in all of the key national papers on Thursday, 21st of November.

j) Marketing National Senior Championships

The marketing team use limited resources to promote the national championships. For the Senior Indoor championships for example there was a flash on website homepage to promote the event and event page on the website to promote ticket sales. In addition a Pre-event promotional video was generated & shared on social media and Youtube channel, Local outdoor advertising was placed on community boards in Athlone, event previews were issued on website. There was a promotional Photocall and Video in AIT Arena. At the event there was Live Tweeter updates, post-race video interviews. While hourly updates were provided to National radio and round-up press releases issued to National media. Finally post event press releases issued to local press.

k) Merchandising Clothing

In 2012 we moved to License Agreement format outsourcing the selling of the merchandise clothing. This has allowed for an annual payment to Athletics Ireland without any significant allocation of resources to transport, sale costs, stock management or finances. This merchandise can now be seen up and down the country by young athletes proud to wear the Athletics Ireland logo.

l) Branded Material

Created stronger visibility of the Athletics Ireland brand by investing in a new suite of branded material including kites and for competition and events and also create a more consistent look and feel to all printed material.

9. Media and Communications Landscape 2014 – 2016

a) Sporting Environment:

Athletics is competing in a sporting media landscape which is dominated by ball sports (Soccer, Rugby, GAA) and Horse Racing. In addition there is a trend towards increased coverage for in vogue emergent minority and successful sports including Cricket and Irish Women's Rugby. Boxing due to its Olympic success also receives extensive coverage. Regardless of how competitive athletics is compared with the other sports on the European and World stage, medals equal success in the eyes of the media and public and that success delivers the ultimate cut through and media exposure as was evident with Rob Heffernan's gold winning performance at the World Championships.

b) Fragmentation:

The media landscape has also become increasingly fragmented with increasing choice and consumption of a range of media and channels including website, Youtube channel, social media resulting in difficulty in reaching our target audiences. However it also presents an opportunity for Athletics Ireland to package and communicate its message directly with our target audience through these new channels.

c) Consumption:

Fans now want access to news and information on-demand, anytime, anywhere on any device. This has created a demand for the marketing team to provide updates 24/7 in order to retain our position as experts and to continue to engage the fans. In addition attention spans have shortened with consumer's information snacking where they navigate during the day for news, information and action looking for quick easy and digestible content.

There is also a rise in simultaneous screening with multiple devices being used at the same time e.g. looking at TV and while on mobiles. This is particular true of those consuming sports with a recent survey for twitter in the UK showing that 48% of those watching live sport on TV or Live Streams are also tweeting. There is also a move from viewing content on PC to mobile devices. For examples on the Athletics Ireland website desktop traffic is down 13%, mobile is up 64% and tablets are up 120% year on year. Desktop usage is still more than twice as large as Mobile and Tablets combined.

d) Traditional versus Digital Media:

Traditional press and radio media is still an important part of the mix with 81% of Irish adults' still regular read newspapers (JNRS) and 83% of people still tuning in daily to the radio (JNLR). While only 14% of the overall population now exclusively read newspapers on-line it should be noted that in Dublin these figures raises to 53% for those aged 24-44 and this trend will continue to grow. There is also a move towards newspapers looking for videography content for their digital formats. Athletics Ireland receives good coverage in Irish Independent, Irish Times and Irish Examiner from the Athletics correspondents. From a broadcast perspective we receive good coverage from RTE Sport TV and Radio. There are however gaps/opportunities in coverage in traditional media for both news coverage and features.

10. Media and Communications Objectives

- a) Overall Objective: To increase exposure for athletics with clear and consistent messaging to our defined key audiences across all key channels of communications by:
- Increasing coverage in TV3 Sport and in Newstalk and Today FM news sports bulletins for National senior championships and major International competitions by building relationships through regular communications and fine tuning press releases.
 - Looking to build the profile of the next generation of athletes who will potentially compete in Rio by securing press and radio features by pitching human interest angles (the established athletes have agents who deliver this service).
 - Communicating the overall organisational story by securing features on radio and press with appropriate hooks. Use Infographics to present year end organisational achievements.
 - Using video in an effective way to tell our story by identifying key events where videography will be used. Create newsworthy pieces which will increase probability of exposure on digital press formats. Maximise reach by sharing on website and via YouTube channel and social platforms. Package the content with different elements which can be shared for months to come.
 - Roll out media training to U23 and senior athletes with a yearly refresher course provided.
 - Continue to grow social media platforms through organic growth and move to paid promotion and brought for likes and followers. Link our social media presence on all communications. Continually review content to determine what, when and how (on what devices) fans interact with content to drives decisions on how best to engage with our fans. Increase the use of visuals and pictures (particularly behind the scenes) as visual content gets more likes and shares. Begin to use picture with a text overlay to present our story visually and bring it to life. Create interesting content outside of core competitions. Take key communications messages and break them into piece meal sections for sharing.
 - Developing an email program strategy including creative email content/messaging development, campaign execution, analytics, and reporting for both recreational running and athletics Ireland ezine (to be launched in June 2014).
 - Continue to provide Live Streaming to meet fan's needs.

b)Website: Re-launch the Athletics Ireland website to increase visitors to 500,000 and in the next two years by meeting the needs of the current users (as identified in User needs research) and by attracting new members to the site this will be achieved by:

- Moving to a responsive design (can be viewed on all screens mobile etc.) optimal viewing experience with easy reading and navigation with a minimum of resizing, panning, and scrolling across a wide range of device
- Using the site more effectively for recruitment of members and volunteers
- Increasing use of the website to generate income by improving the E-shop and by creating a

recreational running hub and to provide Improving resources available on the site for coaching and other club officials.

- Modernize and communicate the vibrancy of the Sport and to have uniformity across the site
- Using our website to greater effect to tell the story of our heroes past and present and of the stars of the future.
- Integrating other communication formats such as twitter and Facebook feeds on the page,
- Implement a Search Engine Optimisation and Links campaign
- Creation of a recreational running microsite to act as a community hub and the place to go for both participants and race organisers with its social media platforms and YouTube channel.

11. Sponsorship

a) **Landscape:**

Sponsorship has moved from the traditional assets/benefits received by the sponsor such as signage to a much more integrated approach with activation central to making the sponsorship become an integral part of their communications. Popular activation channels now for sponsors centre on Social Media (Facebook ,Twitter), Mobile Marketing (Text Messaging/Mobile Friendly sites), Viral Marketing (facilitates and encourages people to pass along a marketing message) Content Marketing (Live Streaming, Website, Podcast, Webcasts, Videos) and Email Marketing (relationship building and selling). It is therefore essential for our sponsorship offerings that we can deliver these channels. Stimulation of sales is of most importance to sponsors along with boosting brand loyalty and awareness.

b) Objective: Secure sponsors for the three identified properties that have the same vision and values as Athletics Ireland, with a clear vision of their strategic objectives of the sponsorship and are willing to invest in activating the sponsorship. Deliver top class sponsorship servicing ensuring support staff available to fulfil needs. Move to phase two of sponsorship acquisition for auxiliary products and services e.g. water and technology.

c) National Championships: Double the attendance at National Senior Championships by building awareness and creating interest in the championships by making it relevant to the fans and then providing a sporting event which is entertaining for the fans. Create a Festival of Athletics at the Senior Track and Field Championships and Cross Country Championship linking participation and inspiration. Provide added relay events pre-event that would appeal to Juvenile members and their parents.

d) National Athletics Awards Night: Provide a full promotional plan and event management plan for the Athletics Ireland National and further increase media exposure.

e) Merchandising Clothing: Extend the range of merchandising offerings on the E-shop with sales drive for Christmas period.

f) Branded Material

Continue to create stronger visibility of the Athletics Ireland brand by investing in a new suite of

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branded material including for competition and events and also create a more consistent look and feel to all printed material.

12. IRISH RUNNER

a) Irish Runner magazine

Frank Greally continued to publish and produce Irish Runner magazine to a bi-monthly schedule. The publishing market has been very challenging over the past two years -especially in the area of generating advertising revenue-the life-blood of any publication.

The year 2013 has seen a turn-around in the fortunes of Irish Runner as we have succeeded in attracting a consistent level of advertising in each issue with the help of sales consultant, Jason McChesney who has also assisted us in the Social Media area where we now have over 10,000 likes and a still rapidly growing audience on Irish Runner Facebook.

b) Irish Runner Yearbook-published last December-saw a significant increase in sales and we are confident that we can maintain this new level. We changed our distributor for Irish Runner with positive results and Newsread now have exclusive distribution of the magazine. Irish Runner is now available through the Dunnes Stores national network, as well as Lidl-a factor that has resulted in a significant boost in Newsstand Sales.

The Irish Runner 2014 Yearbook enjoyed increased sales of 76% on the previous year. Annual Subscription revenue in 2013 was up 13% and Advertising Sales Revenue increased by 57% during the same period.

A couple of other factors that have assisted increase in sales are a new Triathlon Supplement in the magazine in association with Triathlon Ireland. Irish Runner is now on Sale in Specialist Running Shops-Elverys, Amphibian King, Runworx, Runways and a number of good running outlets.

c) Irish Runner Website

The next big sales initiative by Irish Runner will be the launch of a website for the magazine which will allow us to further promote the title through social media. We are also in the process of producing a Digital Version of Irish Runner -compatible with iPhone etc. These new developments will help increase sales, advertising revenue and consumer awareness for the title.

d) FIT magazine

Athletics Ireland events receive consistent weekly coverage in words and photographs in the Irish Independent FIT magazine where Frank Greally contributes a weekly Column, Athletic Club Profile page and Athletics Events.

Over one hundred of our clubs have been profiled in FIT magazine over the past two years and all of our national championships have been covered in this weekly magazine over the same period. This consistent weekly coverage in FIT is mutually beneficial to Athletics Ireland and to FIT and we would encourage Athletics Ireland members to support this title which is always generous when allocating space to our events. We would also encourage clubs to avail of the

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weekly Club Profile slot in the magazine-an ideal platform for you to achieve a national media profile for your club.

13. IRISH SCHOOLS' ATHLETIC ASSOCIATION

Schools' Performance:

All-Ireland Track and Field:

The 2012 Track and Field Championships were very successful with 3 Championship best performances. In 2013 the Track and Field Championships were held in Tullamore with 10 new championship performances recorded.

All-Ireland Cross Country:

In 2012, the Cross Country Championship was held in St.Mary's Galway which was a real success for everyone involved with the standards very high. In 2013, the Cross Country Championship was held at the University of Ulster, Jordanstown which turned out to be very competitive with the highlight being Siofra Cleirigh Buttner winning the senior's girls race, making it five medals in five years for the Colaiste Iosagain student.

Track and Field International:

2012 yielded an excellent performance in Ashfield, Kent, picking up 24 medals in total including four gold medals. The 2013 Track and field International was held in Santry with 5 winners despite the absence of 13 of our leading athletes at the EYOF.

Cross Country International:

The 2012 International was held in Strathallan School, Scotland.

The 2013 SIAB Cross Country International was held in Dinefwr Park in Wales, the Junior Boys team were the most successful team securing silver medals in the team event.

All-Ireland Combined:

The 2012 All-Ireland combined event was held in Santry which was a very successful day.

The 2013 All-Ireland combined event was held indoor in Athlone IT for the first time. The success of these championships led to the successful International in Glasgow.

Schools Combined International:

The 2012 Schools Combined Events International was held in Glasgow with a great display by all athletes. The 2013 Schools Combined Events International was a huge success, with a girls gold in the over 16 competition, with the team also bringing home gold for the first time in over 20 years. Also a number of silver medals were picked up by the Irish team.

Tailteann Interprovincial Games:

The 2012 Tailteann games were held in Santry with some great performances recorded.

The 2013 Tailteann Games were held in Tullamore Harriers stadium, with a number of top class performances including 1 new record recorded on the day.

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Schools' Participation:

Affiliated Schools:

584 Schools' affiliated in 2012 with 667 Affiliated in 2013 There has being a real increase in the number of schools' becoming Affiliated to Athletics Ireland over this short period with the aim to increase this number in the region of 700 in total. Identify areas / regions in which Athletics is not undertaken in Schools and build relationships and break barriers to the sport of athletics.

Cross Country Championships:

11,021 competitors took part in the Cross Country Championships at regional / district level in 2012; a small increase in numbers was seen in the 2013 year with 11,067 entries.

Track & Field:

18,528 competed in the Track & Field events in 2012 – with 20,597 competing in Track & Field events in 2013 at regional / district levels.

School Mile Challenge:

Aviva Schools' Mile Challenge -With 121 schools having already participated in the Aviva School Mile Challenge in 2013, with over 15,000 wristbands already distributed. This initiative is proving very successful and we aim to hit over the 20,000 mark in 2014.

14. UNIVERSITIES

The Irish Universities Championships continue to go from strength to strength. The opening of the Athlone Arena has contributed to a marked growth in the numbers at the Indoor Championships, with 25 CBPs over the past two years since. While DCU has continued to dominate the T & F championships, UCD and TCD have taken Road Relays and Cross Country Championships in the past two seasons, 2012-13 and 2013-14. Indeed TCD women retained the Cross-Country title for the first time in 30 years and had the individual winner in 2014 for the first time since 1983. In 2013 the Scottish Universities versus Irish Universities match was revived very successfully at Tallaght Stadium and Irish University athletes are looking for to visiting Grangemouth in 2014.

15. CHILD WELFARE

Athletics Ireland is committed to the protection and wellbeing of all children and young people in athletics. Over the years our welfare and safeguarding policies have been implemented in line with the national guidelines outlined in Children's First and the Irish Sports Council. In 2011 our new Athletics Ireland Code of Ethics was published ensuring that our sport is up-to-date and in line with relevant documents, current best practice and legislation throughout the island of Ireland. Clubs, county and provincial boards continue to implement safe recruitment policies and safeguarding guidelines. In recent years a more proactive strategy of informing, tutoring and supporting club leaders has resulted in a greater awareness and understanding of what is required in good safeguarding practice. Young people's involvement in sport is a key component to their physical and emotional development. Sixty percent of our members are under the age of eighteen. As a sport we need to ensure that children's early experiences are positive and enjoyable, irrespective of their ability, gender, social class and race. It is encouraging to see volunteers contribute to these positive experiences by acting as role models in their dealings with young people. In particular the work of Children's Officers is instrumental in implementing

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our Code of Ethics. We need to continue to build on this work to ensure that all young people see their involvement in athletics as a valuable and rewarding part of their lives.

a) Garda Vetting

Two authorised signatories

Since 2010 to the end of 2013 a total of 4200 applications for vetting have been processed.

We are currently averaging 150 applications per month.

Clubs receive a quarterly vetting report listing all leaders vetted by Athletics Ireland.

Clubs are being asked to refresh applications on a three yearly cycle.

National Vetting Bureau bill awaiting enactment and will make vetting compulsory.

b) Code of Ethics and Child Safeguarding

This course is now being delivered by Athletics Ireland tutor locally at no cost to the club.

In 2012 69 courses were delivered to 796 leaders nationwide.

In 2013 36 courses were delivered to 481 leaders nationwide.

c) Club Mark

In 2013 an Athletics Ireland Club Mark system was designed, piloted and launched with the first award made to Dublin Striders AC in September. Club Mark is a planning and development tool for clubs. Accreditation is awarded after an online workbook has been completed and evaluated.

Club action plans are produced and reviewed by the committee before Club Mark is awarded.

Evaluation criteria include child safeguarding, club management and development.

We believe our online Club Mark process is a first for an NGB in Ireland.

d) Children in Sport working groups

Over the last two years Athletics Ireland has participated in the Children in Sport group within the Irish Sports Council and the All Ireland Designated National Children's Officers group within the NSPCC in Belfast. We continue to play an active role in these groups that meet to inform and shape policies that influence children's experiences in sport.

16. Strategic Priorities 2013-2016

In this plan, Athletics Ireland has identified seven key strategic priorities for the period 2013 to 2016.

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These are:

1. To promote the growth of the sport of athletics, health and fitness generally among our member
2. To support the achievements of our elite athletes, in particular by implementing the High Performance Plan already published.
3. To build on the existing base of Coaches and Officials.
4. To promote the sport of athletics among Juveniles and Schools.
5. To promote health and fitness in the population as a whole.
6. To further develop the supporting infrastructure.
7. To ensure good governance and financial stability.

Specific objectives are outlined in each of these priority areas and a pathway outlined to their delivery by 2016.

1. Supporting the growth of the sport

a. By 2016 we will have 60,000 members.

We will achieve this by:

- Supporting clubs in their membership drives through partnering with them on coaching and volunteer recruitment.
- Identifying areas for potential to form new clubs with particular focus on inner-city areas where we have very little penetration.
- Creation of mass-participation events and targeting these participants to join clubs.
- Allocating Capital resources to assist clubs in procuring the appropriate equipment (Hurdles, etc.).
- Focusing on retention of our members by
- Delivering a quality club experience by establishing a club best standard.
- By ensuring we deliver a competition environment which is continually monitored and reviewed and meets the needs of our members.
- Minimising the loss of membership at key transitional life stages.
- Tapping into the lapsed athletic community to re-engage with the sport.
- Maximising the window of opportunity to engage children aged 6-10 in the sport before their free time is consumed by other sports and activities.
- Ensuring that the sport receives maximum positive media exposure.

b. Ensuring the organisation is member-centred.

We will achieve this by:

- The Board, committees and staff focusing on ensuring that proper governance is in place throughout the National organisation, ensuring that the interest of the membership the priority.
- Communicating to our members on an on-going basis through our web-site, Irish Runner Magazine, Fit Magazine and through generation of positive P.R events.
- Putting in place a process through “Club Mark” whereby we can assist clubs to run their affairs ensuring that appropriate Governance is in place.

c. Increasing emphasis on partnership with corporate and charity groups to manage recreation running.

This will be achieved by:

- Continuing the work started in 2011 – 2012 in focusing on mass-participation events as a means of generating revenue.
- Co-operation with statutory bodies ensuring that standards are adhered to nationwide in the interest of health and safety of participants.
- Implementing a Governance structure whereby Athletics Ireland is the authority in all aspects of Road-Running and that this is monitored and evaluated on a continuous basis.

2. Supporting High Performance

a. Plan a coaching, financial support and administrative strategy for European and World events to 2016.

We will achieve this by:

- Ensuring leadership and management structures, support systems and processes, supervision of resources with our stakeholders.
- Promoting a culture and a High Performance environment that is well integrated through systems and structures, people, resources, facilities and policies.
- Providing a World Class approach to identify and develop talented athletes capable of winning at the highest level in their event discipline. Focus will be on winning medals and reaching finals on major competitions.
- Attracting, developing, retaining and supporting coaches to deliver on our vision and medal outcomes.
- Identifying the competition pathways that lead to delivery of our performance goals and support those through championship team support.
- Delivering a World-Class performance service programme that is structured, organised, fully integrated and communicated.
- Ensuring that High Performance has depth through athlete development programmes, development squads and Youth/Junior international teams.

b. Develop, support and fund a High Performance Team.

We will achieve this by:

- Complementing the existing structure of a Director of High Performance Services Manager, Teams Manager, Endurance Coach and part-time medical staff with additional coaches (mix of full-time and part-time) and a Junior High Performance Manager.

c. Set out realistic targets for high performance through 2016.

We will achieve this by:

- Reaching European, World and Olympic Finals is a priority.
- Targeting 24 Medal opportunities across Junior, University Games, Under 23 and Senior

3. Coaching and Official Development

1. Put in place Coaching Structures.

We will achieve this by:

- Appointing of full-time coaches in the High Performance structure in all disciplines working with volunteer coaches to guide them in their development needs. Progress has already been made on coaching structure in 2012 through the appointment of an Endurance Coach.

2. Continuing to increase the numbers of coaches at all levels by 20%.

We will achieve this by:

- Working with Coaching Ireland, through our Coaching/Regional Development Officer structure by identifying gaps and in all disciplines and filling these gaps
- Holding Coaching seminars, using international speakers to motivate aspiring coaches to both continue and upgrade their skills base.

3. Qualify more officials at National and International Level.

We will achieve this by:

- Continuing to train national officials ensuring that there is competency in all areas.
- Working from the 2013 base of 4 International officials to increase to 7 by 2016.

4. Developing Juvenile and Schools Athletics

a. Encourage participation through volunteer & Club base.

We will achieve this by:

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- Through the RDO and School structures continuing to encourage participation of young people.
- Through our marketing structure telling the positives of our sport to cater for all ages and abilities.
- Continuing to recruit parents and teachers and provide coaching development to both.
- Endeavouring to influence policy making regarding the PE & extra curriculum in schools
- Developing Active Schools network to build bridge between schools and sport clubs
- Becoming involved in Active Schools Week and Active Schools Flags
- Developing a nationwide Athletics Summer Camps to allow children to have the opportunity to try athletics

b. Focus on talent identification.

We will achieve this by:

- Providing an environment whereby Juvenile Clubs/Schools work closely with the High Performance unit in identifying talent.
- Focusing on individual disciplines to ensure that we can attract a wider pool of athletes in Throws, Walks and Jumps.
- Creating an environment that Juvenile Clubs and Schools are co-ordinated to ensure the appropriate development of athletes.
- Creating a structure whereby coaches and mentors are experienced in the area of injury awareness/detection.

c. Upgrade coaching to cater for all grades.

We will achieve this by:

- Providing coaching courses at Level 0, 1, 2 and 3 and encourage club volunteers, parents and teachers to embrace continuous development.
- Continuing to ensure that club coaches provide support to schools including mentoring of teachers to develop coaching skills.

5. The promotion of health and fitness

We will achieve this by:

- Further developing the Fit4Life and Fit4Life for Youth programmes.
- Exploring the potential of working with Government Departments and other sports organisations to promote health and fitness, particularly among youth.

6. Enhancing supporting Infrastructure

(Welfare, Administrative, Technology)

a. Child Welfare procedures, Code of Ethics Training.

We will achieve this by:

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- Continuing the vetting process which was initiated in 2010 ensuring that all coaches and officials who are in contact with children are Garda Vetted.
- Ensuring that the process to handle reported incidences continues to work quickly and efficiently.
- Continuing to educate clubs, counties and regions on Child Welfare and ethical behaviour through our “Code of Ethics” courses.

b. Mental Health support.

We will achieve this by:

- Working with the HSE and Samaritans educate our coaches and officials on issues of mental health to ensure that signs of potential problems in our athletes are recognised and appropriate action taken.

c. Upgrade systems of administrative support for events.

We will achieve this by:

- Embracing the on-line entry and Meet Manager systems to ensure officiating in managing of regional and national events.

d. Information System

We will achieve this by:

- Developing of fully integrated and automated database management system for our members etc. and participants in our road races. This will allow key data to be captured and analysed and for effective direct marketing communications.

7. Ensuring Good Governance & Financial Stability

a. Training of Board & Committee members on excellence in governance.

We will achieve this by:

- Implementing a systematic process through the Finance & Risk Committee for the training of the Board and Committees in the area of Governance.
- Ensuring that the Board and Committees are aware of and equipped to deal with risk issues facing the organisation.
- Appointing co-opted members to the Board and Committees based on their expertise in the specific area and their knowledge of governance issues.

b. Focus on financial security.

We will achieve this by:

- Ensuring that proper financial management is at the centre of everything we do through:
- Preparation of a detailed annual budget by management and approval by the relevant committee, The Finance & Risk Committee and the Board.
- Managing of the business through analysis of monthly accounts and approved procedures on spend.
- Ensuring that proper controls are in place on Capital spending to ensure adherence to the requirements of the Department of Sport.
- Continue targeting of new revenue streams via enhancement of sponsorship portfolio and innovation in fundraising events.

We have made significant progress over the past two years. I would like to thank the Board, Committees and Staff for their support and I look forward to working with you over the next two

John Foley Chief Executive Officer

Finance & Risk Report

I have now completed my first term of Chair of Finance & Risk and it gives me great pleasure to present my report to you covering the periods from our initial meeting in June 11th 2012 to our final meeting March 12th 2014.

The period in question was a difficult one due to the economic down-turn with reduced public funding and challenges in the areas of sponsorship. These challenges were offset to a large degree by an increase in activity in the mass participation area where a number of initiatives were put in place.

You will see from the attached accounts that Athletics Ireland Turnover now stands at €4,389,482. This has steadily increased over the last number of years, although the bulk of the 2013 increase relates to the 2013 Euro Team Championship. Considerable amount of time was spent by the Finance Committee working closely with our CEO and Director of Finance to ensure realistic budgets were set and that once set that they were largely followed. As with any growing business there were a number of unbudgeted issues, particularly in the legal area which impacted the results in both 2012 and 2013. These issues eroded our ability to build up planned reserves to protect us from unknown risks. Staff numbers at the end of 2013 stood at 28. The total expenditure on Wages is as shown in the attached accounts. Key Performance indicators are agreed with the CEO annually and have been successfully completed. During the period under review, no salary increases were paid to senior and middle management staff in their existing roles. Salary adjustments were made to staff only where increased responsibilities were put in place. No bonuses were paid in the period.

In the current year we were close to break-even (loss of €6,657). Exceptional items were incurred to facilitate change in the Competition and Development departments and to re-focus our resources in the High Performance area. As a result, two positions were made redundant and a cost was incurred in relation to research on the post-Olympic Review. Including these exceptional costs, there is a loss of €53,552. There are no proposed redundancies for 2014. The current selection policy, that was the subject of a dispute in 2012, has now been changed and a new selection policy implemented across all aspects of the International Selection Procedure. We also incurred costs for an anti-doping case.

Membership for 2012 and 2013 again shows significant increases and the total membership has now increased from 35,490 in 2011 to 49,542 at the end of 2013. There has been no increase in the club affiliation fee, nor has there been any increase in the membership fee and it was the Board's desire that these figures would not be increased over the life of the current Board. Woodie's DIY have played a significant role in the support of Athletics Ireland for the last 12 years and their contribution together with new sponsors such as New Balance and Grant Thornton with partnerships with Aviva, Samsung and Rock 'n' Roll Marathon have allowed us to continue to fund all other activities and at the same time show no diminution in the benefits being provided to members.

During the period of the report our sponsorship with Asics came to an end. Our CEO has negotiated a new sponsorship agreement with New Balance which runs to 2015 and has recently agreed an extension to the end of 2016. The value of this sponsorship cannot be underestimated.

We have also dedicated time and resources to the area of Child Welfare and a significant number of you will have attended at least one course in the past two years and all club members who are coaching and/or supervising children will have been Garda vetted.

The Irish Sports Council continues to be our key funding partner and thanks to the excellent relationship that we have with the Council and our adherence to appropriate governance standards, we have ensured that our grants for 2012 & 2013 saw very little reduction. As you will be aware the programme for government, agreed with the IMF, sought cutbacks in total funding over each of the years from 2011 to 2013. Although our grant was reduced, the overall reduction in the period being reported was 6%. It is my view that the level of funding is due to the strong efforts primarily by our Chief Executive and our strong corporate governance and the performance plan as set out by our HP Director.

In the previous period a new recreation department was set up, the aim of which was to benefit from the increase in those partaking in road running and gain full advantage from the huge explosion in our sport. We have also seen an increase of professional race promoters and it is incumbent on all of us to ensure that our members compete only in events that meet the appropriate standard in relation to health and safety, road measurement and stewarding. It is essential that all race organisers work with clubs, counties and Athletics Ireland on all road running events to ensure that appropriate standards are in place. In 2013, revenue in the recreation area increased to €527,495 with an excess of income over expenditure of €74,858. We are extremely fortunate to have Dermot Nagle, Tom McCormack, George Maybury and Nick Davis working with the C.E.O. and Finance Manager in recreation running. Their experience and commitment has proven to be invaluable in growing this area.

A budget for 2014 has been agreed by the current board, and in a similar way to the report at last Congress, it covers 9 separate areas of budgeting with a strong concentration on management of costs and costs containment. All items that form part of the budget have been under review and the most significant expenditure items have been sent to tender over the last 24 months. The Finance Committee was also very fortunate to have Dermot Nagle and Dave Evans, both accountants, who kept a very close eye on the budget and its annual process.

The 2014 budget was approved by the board and shows a proposed break even position with a return of a minimum of €25,000 to the Capital Reserve.

RISK REPORT:

It was my view on being elected that there was a need for a specialist to be on the Finance Committee with a Risk background. In that regard we are very fortunate that George Maybury agreed to accept the role for us. We also had the support of Ina Killeen and Neil Martin, who both have considerable experience on the ground. They have years of experience running Clubs and they understand the day to day requirements to constantly raise funds, to develop and manage the clubs with all the attendant risks. The final member of the team elected was Gerry Davenport, who brought experience from the Community Games. An excellent team was put together from those elected and those co-opted.

In the initial risk meetings the concentration was on producing a skill set document which was required by the Irish Sports Council. A Corporate Governance document and report would ensure that our board had all the required skills by both elected members and co-opted members to provide a fully rounded skill set to lead the board for the 2012/2014 period. With the support of the Board, a skill set document was compiled very quickly and other Corporate Governance issues were also advanced at Board level.

A conflict of interest policy was also adopted with those who had conflicts fully declaring these at board

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level and it is proposed that any further incoming Board members would also declare such conflicts. You will see a full disclosure of these conflicts in the Directors Report. In this regard we would report that the provision of Insurance Broking services and Insurance solutions to the Association was sent out to tender prior to renewal on January 1st 2013. I absented myself from any conversations at Finance and Board levels in relation to insurance matters during the tender period.

A new risk report was compiled and issued to all of the committees and significant progress was made in this regard and will continue to be made in the coming years. Risk is an evolving process, one which develops, grows and constantly challenges.

During the period, the Board received external training on the roles and responsibilities of a Director provided by Grant Thornton. This was felt to be very useful practise and it has been agreed with the CEO that the new Board would undertake similar training and additional training in the early part of their term. During the year we also sought to carry out some review of the social media policy. It is a new phenomenon to which the Board was exposed. Quite unsavoury matters were communicated through Facebook and Twitter and although our “likes” and “hits” are quite significant there is a challenge to the Board and to those employed by the Association to constantly monitor and, to a certain extent, control the thoughts of those using Twitter. It should be noted that Sinead Galvin has made an enormous contribution in this regard both to develop the platform and to provide a watchful eye on comments.

There were a number of disputes and challenges that had not been budgeted for that cost significant sums of money during the 2012 & 2013 years of accounting, including appeals in relation to the selection policy for both European and Olympic Games and additional expenditure arising out of a positive finding by the Irish Sports Council on use of performance substances. You will also recall that the European Team Championships (Div 1) was held under the period of report and these have been discussed in detail separately. However, we are very pleased that we are in a position to fund this event and the legacy arising from hosting of such an event should far outweigh the costs. The event incurred a loss of €15,000 and was in line with the budget.

As you are aware that as of 2014 International Performance Carding is now to be carried out directly by us and we have arranged a separate bank account which is set up for the purpose of dispensing this grant. This is ring-fenced entirely for the benefit of the athletes for whom the carding has been issued.

You will see from this report that the Finance Committee and all of the other committees have worked together to ensure the correct supports are in place for the activities undertaken by the Association and that this avoids exposure to any unnecessary risks.

I am are very grateful to the committee for the support and I would also like to express my appreciation for the guidance and support of John Foley in his role as CEO and also to John Holian and Roisin Horgan on the day to day management of our affairs.

Peter Hanlon Chair of Finance & Risk

Proposed: Mary Cronin
Seconded: Michael Quinlan

Appointment of Auditors

Joseph Fitzgerald FFCA, Mulcahy O'Neill Fitzgerald & Co proposed as auditor for Athletics Ireland.

Proposed: Peter Hanlon

Seconded: Michael Quinlan

Standing Orders

1. Voting for all elections shall be by secret ballot
2. Voting for all motions and amendments shall be by a show of hands: amendment of Articles requires a 75% majority; otherwise a simple majority will apply.
3. The Proposer of a motion may speak for 3 minutes, but no longer than 3 minutes.
4. The Proposer of an amendment may speak for 2 minutes, but no longer than 2 minutes.
5. A Delegate speaking to a motion or an amendment thereto must not exceed 2 minutes.
6. The Proposer of a motion may speak for a second time for 2 minutes before a vote is taken, but no other delegate can speak a second time to the same motion.
7. A Delegate may with the consent of the Chairman move "That the question be now put" after which, when the Proposer has spoken a vote must be taken.
8. Standing orders shall not be suspended for considering any matter not on the agenda, except by the consent of a majority equal to two thirds of those present and entitled to vote.
9. Only members of the Board, registered delegates of County Boards and Provincial Councils may move motions or amendments.

Proposed: George Maybury

Seconded: John Meagher

Elections

1. All elections shall be conducted by secret ballot.
2. A **simple majority** of the votes cast shall be required, for each nominee, to be elected.
3. **Elections shall be held in the following order:**
 - I. President
 - II. Chair of the Coaching and Development Committee
 - III. Chair of the Competition Committee
 - IV. Chair of the Finance and Risk Committee
 - V. Chair of the High Performance Committee
 - VI. Chair of the Juvenile Committee
 - VII. Provincial Representatives: a separate ballot shall be held to elect each Provincial Representative and only those Delegates from the relevant Provincial Council and Delegates from Counties within the relevant Province shall be eligible to vote in the election of the relevant Provincial Representatives. Each ballot paper, to be valid must register a vote for one candidate only.
4. **Ordinary members of the Principal Committees as follows:**
 - I. Coaching and Development Committee: 5 candidates.
 - II. Competition Committee: 5 candidates
 - III. Finance and Risk Committee: 3 candidates
 - IV. High Performance Committee: 3 candidates
 - V. Juvenile Committee: 5 candidates
 - VI. Ordinary members of the Principal Committees; Each ballot paper, to be valid, must register a number of votes equal to the number of candidates being elected as provided in Article 81(d)
5. **Deputy President**, elected from the persons (other than the newly-elected President) who are to take office as Board Members at the conclusion of Congress.

Elections – (Article 81 (d))

PRESIDENT

Ó Catháin, Ciaran

Proposed: Mary Cronin

Seconded: PL Curran

CHAIR OF COMPETITION

Drumm, Georgina

Proposed: Ciarán Ó Catháin

Seconded: Pat Cheshire

CHAIR OF COACHING & DEVELOPMENT

Clinton, Tom

Proposed: Brendan Meade

Seconded: Martin Heery

Flynn, Ray

Proposed: Terry Hayes

Seconded: Brid Golden

Harvey, Eamon

Proposed: Gerry Davenport

Seconded: David Doherty

Eamon Harvey Elected (191 Votes)

CHAIR OF HIGH PERFORMANCE

Golden, Bríd

Proposed: Jim Kidd
Seconded: Brian Scanlon

CHAIR OF FINANCE & RISK

Hanlon, Peter

Proposed: Roy Corry
Seconded: Stephen Holt

CHAIR OF JUVENILE

Ryan, Jim

Proposed: Michael O'Hart
Seconded: Evelyn O'Reilly

PROVINCIAL REPRESENTATIVE ON THE BOARD

(As per Article 32 (g) vii)

Cronin, John

Leinster

Proposed: Carmel Kelly
Seconded: Martin Heery

Ryan, Jim

Munster

Proposed: Tim Fitzpatrick
Seconded: John Copithorne

Martin, Neil

Ulster

Proposed: Gerry Davenport
Seconded: Roy Corry

O'Hart, Michael

Connacht

Proposed: Padraig Griffin
Seconded: David Evans

COACHING & DEVELOPMENT COMMITTEE

(5 CANDIDATES TO BE ELECTED)

Candidates

Barrett, Mary; Clinton, Tom; Corcoran, Brian; Dowling, Brian; Golden, Brid; Harvey, Eamon; Kelly, Carmel; McKee, Paul; Murphy, David; Wilkinson, Martin

Elected

Corcoran, Brian; Dowling, Brian; Golden Bríd; Murphy, David; Wilkinson, Martin

COMPETITION COMMITTEE

(5 CANDIDATES TO BE ELECTED)

Candidates

Cronin, John; Dunne, Bernie; Hooper, Pat; Killeen, Ina; Marley, Paddy; McDaid, Brendan; O'Hart, Michael; Pobjoy, Aine (*withdrawn*); Quigley, Ronnie;

Elected

Cronin, John; Marley, Paddy; McDaid, Brendan; Killeen, Ina; O'Hart, Michael

PROVINCIAL REPRESENTATIVE ON THE COMPETITION COMMITTEE

(as per article 32 (g) viii)

T.B.C.

Leinster

Ahern, Tim

Munster

Proposed: Mary Meagher
Seconded: John Copithorne

Kelly, Patsy

Ulster

Proposed: Evelyn O'Reilly
Seconded: Gerry Davenport

Griffin, Patricia

Connacht

Proposed: Pat Fitzgibbon
Seconded: Amanda Hynes

FINANCE & RISK COMMITTEE (3 CANDIDATES TO BE ELECTED)

Candidates

Davenport, Gerry; Evans, David; Nagle, Dermot; Maybury, George; Tynan, Michael

Elected

Maybury, George; Nagle, Dermot; Evans, David

HIGH PERFORMANCE COMMITTEE

(3 CANDIDATES TO BE ELECTED)

Candidates

Denmead, Robert; Dooley, Br. John; Kyle, Maeve; Lonergan, Killian; McDaid, Teresa; McKee, Paul; Ahern, Tim

Elected

Dooley, Br. John; McDaid, Teresa; McKee, Paul

JUVENILE COMMITTEE

(5 CANDIDATES TO BE ELECTED)

Candidates

Corcoran, Jim; Doyle, Ciaran; Dunne, Bernie; Fitzgibbon, Pat; Fitzpatrick, Esther; Kelly, Patsy; McBride, Brian; Murphy, David (*withdrawn*); Pobjoy, Aine (*withdrawn*); Quigley, Brian; Quinn, Colette

Elected

Doyle, Ciaran; Quinn, Colette; Fitzpatrick, Esther; Dunne, Bernie; Kelly, Patsy

PROVINCIAL REPRESENTATIVE ON JUVENILE COMMITTEE

(as per Article 32 (g) viii)

T.B.C.

Fitzpatrick, Tim

O'Reilly, Evelyn

Fitzgibbon, Pat

Leinster

Munster

Ulster

Connacht

DEPUTY PRESIDENT

Drumm, Georgina

Proposed: Ciarán Ó Catháin

Seconded: Pat Cheshire

LIFE VICE PRESIDENT

Pobjoy, Áine

Proposed: Ciarán Ó Catháin

Seconded: Georgina Drumm

Motions

ARTICLES OF ASSOCIATION

1. THAT: the Articles of Association of the Association (“Company”) be and are hereby amended by the deletion of Article 32(a)(iv) (A) in its entirety and the substitution therefor of the following:

“The number of Delegates from each County Board shall be determined on the basis of 1 Delegate for each 200, or part 200, Registered Members of Affiliated Clubs; the relevant number shall be communicated to each County Board at least ninety (90) days prior to each Congress.”

BOARD: Proposed: Ciarán Ó Catháin Seconded: John Cronin Carried

2. THAT: Article 32(a) (iv) (A) of Articles of Association shall be amended to read

The number of Delegates from each County Board shall be calculated by the CEO on the basis of Delegate for each 200, or part 200 Registered Members of Affiliated Clubs.

MEATH/LEINSTER (Withdrawn)

3. THAT: the number of delegates for National Congress be one (1) delegate per three hundred (300) members.

CORK (Withdrawn)

4. THAT: the Articles of Association of the Association (“Company”) be and are hereby amended by the deletion of Article 32(g) (vii) in its entirety and THAT the remaining sub-clauses (viii) and (ix) of Article 32(g) be and are re-numbered as sub-clauses (vii) and (viii) thereof.”

BOARD: Proposed: Liam Hennessy Seconded: Peter Hanlon Carried

5. THAT: Article 53(a)(xi) be and is hereby amended to read as follows:

“persons co-opted by the Board: the Board shall have the power to co-opt any persons it deems advantageous to the Board to hold office for such period as may be decided by the Board during the lifetime of the particular Board (i.e. until, at the latest, the conclusion of the next Congress); any such appointment shall be for a maximum of two consecutive terms. A maximum of three such appointees shall be on the Board at any one time;

BOARD: Proposed: Liam Hennessy Seconded: Peter Hanlon Carried

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6. THAT: the Articles of Association of the Association (“Company”) be and are hereby amended by the deletion of the words “at least” from Article 81(d) to read “There shall be the following Principal Committees”.

BOARD: Proposed: Caroline O’Shea Seconded: Jim Kidd Carried

7. THAT: the Articles of Association of the Association (“Company”) be and are hereby amended by the deletion of Article 81(d)(ii) in its entirety and is substituted for the following:

“ A Competitions Committee which shall be responsible for the implementation of the competition programme, developing policies and rules including technical, and shall consist of a Chair who shall be elected at Congress and ten (10) individuals, five (5) of whom shall be elected at Congress, one (1) appointed by the Board and four (4) appointed by the Provinces. ”

BOARD: Proposed: Liam Hennessy Seconded: Georgina Drumm Carried

8. THAT: the Articles of Association of the Association (“Company”) be and are hereby amended by the deletion of Article 81(d)(v) in its entirety and is substituted for the following:

“ A Juvenile Committee to which all questions concerning juvenile athletics shall be referred and shall consist of a Chair who shall be elected at Congress and ten (10) individuals, five (5) of whom shall be elected at Congress, one (1) appointed by the Board and four (4) appointed by the Provinces.”

BOARD: Proposed: Liam Hennessy Seconded: Jim Ryan Carried

9. “THAT: Article 81 of the Articles of Association of the Association (“Company”) be and is hereby further amended by the addition thereto of the following new Article 81(e) and THAT the existing Articles 81(e) to (i), inclusive, be and are hereby re-numbered as 81(f) to (j), inclusive:

81(e) Subject to the provisions of Article 81(d), clauses (i) to (v), detailed terms of reference for the Principal Committees shall be determined from time to time by the Board.”

BOARD: Proposed: Caroline O’Shea Seconded: Peter Hanlon Carried

10. THAT: Article 81(i) of the Articles of Association of the Association (“Company”) be and is hereby amended by the deletion of the word “committee” & “Ad hoc” in both instances and the substitution therefor of the word “working groups”.

BOARD: Proposed: Gerry Dunne Seconded: Ray Flynn Carried

11. THAT: the Congress of the Athletic Association of Ireland Ltd. be held each year starting in 2015.

GALWAY: Proposed: Larry Larkin Seconded: Brian Bruton Defeated

BYE LAWS

12. THAT: the Association's Bye Laws in relation to the Provincial Annual Convention be amended by the addition of the following elections under "Council Officers";

- (vii) Board Member of Athletic Association of Ireland Limited.
- (viii) Member of the Competition Committee
- (ix) Member of the Juvenile Committee

BOARD: Proposed: Liam Hennessy Seconded: Michael O'Hart Carried

13. THAT: a registered athlete who wishes to transfer out of the transfer window, may have a maximum of six months membership, but cannot be repeated for two years.

CORK: Proposed: John Copithorne Seconded: Mary Meagher Defeated

14. THAT: the athlete transfer process be incorporated within the online registration to enable a simpler process of transfer.

DUBLIN: Withdrawn (*Process to be reviewed*)

15. THAT: Article 6.1 of the constitution and article 17 (e) Memorandum of Articles of Association of the Athletic Association of Ireland Ltd., be amended to include Divisional Boards within counties as an integral part of the County Board under the constitution of AAI.

CORK: Withdrawn

ADMINISTRATION

16. THAT: Athletics Ireland shall draw up additional Licence application regulations and provisions, covering applications for, or on behalf of;

- a) Charities
- b) Commercial entities
- c) Non Athletic Ireland bodies, including other sporting bodies.

CORK: Withdrawn

17. THAT: no permit be given to a road race within a 50k radius of another road race that already has a permit and a period of 5 days between both events be enforced.

MEATH: Withdrawn

18. THAT: to incentivise involvement in coaching, the fee for the Athletics Leader Course be reduced to €30.

WEXFORD: Proposed: Jane Porter Seconded: Graham Porter Defeated

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19. THAT: a Child Protection Course be either a prerequisite for attending, or be an integral part of all AAI coaching courses.

WEXFORD: Proposed: Pat Carty

Seconded: Jane Porter

Carried

20. THAT: AAI membership cards state that AAI Insurance cover is valid for sanctioned events only.

TIPPERARY/MUNSTER: Withdrawn

21. THAT: a 10% portion of the annual AAI permit fees be returned to the relevant County Boards at the end of the calendar year.

TIPPERARY/MUNSTER: Proposed: Owen Fanning

Seconded: Mary Meagher

Carried

22. THAT: 25% of Permit fees be returned to the relevant County Board.

CORK: Withdrawn

23. THAT: races shall publish full results, including club, category and time.

CORK: Recommendation

24. THAT: an existing Athletics Ireland club race shall hold precedence for a traditional date.

CORK: Proposed: John Quigley

Seconded: Pat Walsh

Defeated

25. THAT: a comprehensive calendar of AAI permitted events shall be maintained and published.

CORK: Proposed: John Quigley

Seconded: Pat Walsh

Carried

HIGH PERFORMANCE

26. THAT: the Athletics Ireland High Performance website be reintegrated into the main website.

OFFALY: Withdrawn

27. THAT: all qualifying standards for International competition be based on IAAF/European Athletics standards.

OFFALY: Withdrawn

28. THAT: all athletes invited to represent Ireland by the Athletics Association of Ireland must agree as a condition of acceptance of that invitation to make themselves available for selection to relay teams at 4 x 100m and 4 x 400m.

WEXFORD: Recommendation

29. THAT: any proposed additions to or variation in the regulations set out by the IAAF and the OCI in relation to the selection of athletes to represent Ireland in the 2016 Olympic Games shall require the specific approval of the Board of Athletics Ireland.

LEITRIM: Proposed: Pdraig Griffin

Seconded: Patricia Griffin

Carried

SENIOR COMPETITION

30. THAT: the Inter Club Cross Country Championships for Junior and Senior Men and Women be amalgamated with the Inter County Cross Country Championships over the Inter County distances.
BOARD: Withdrawn

31. THAT: National Senior and Junior Inter County and Inter Club Championships be combined as one race at Cross Country.
CORK: Withdrawn

32. THAT: Cross Country distance for Senior Men Inter Club be reduced to 10,000m.
BOARD: Withdrawn

33. THAT: a root and branch examination of Cross Country at all levels take place.
CORK: Proposed: Liam Fleming Seconded: Mary Meagher Carried

34. THAT: the 2015 Inter Club Cross Country Championships be reconstituted as a four division event, with a system of promotion and relegation and club awards for winners.
GALWAY: To Be Referred to Cross Country Review Forum

35. THAT: a National Cross Country Club League be introduced combining the National Novice, National Intermediate and National Senior Inter Club competitions with results in each of these events counting towards final points and awards.
GALWAY: To Be Referred to Cross Country Review Forum

36. THAT: the venues for all National Championships shall rotate around the Provinces, with the sole exception of the National Marathon.
CORK: Withdrawn

37. THAT: the Cross Country National competition locations be rotated so that one event is held in each province each cross country season.
GALWAY: To Be Referred to Cross Country Review Forum

38. THAT: the National Cross Country events post-Christmas be moved to January (Masters/Intermediates) and February (Interclubs) to ensure continuity in the Cross Country season.
GALWAY: To Be Referred to Cross Country Review Forum

39. THAT: a National 10 Mile Road Race Championships be introduced.
GALWAY: Proposed: Brian Bruton Seconded: Larry Larkin Defeated

40. THAT: the entry structure for some National Cross Country Championship events (and other events, if applicable) is simplified by ensuring that all athletes are entered for races by their clubs, with automatic inclusion on their county team.
LAOIS: Proposed: Pippa Hackett Seconded: Pat Hooper Carried

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41. THAT: the race day management for some National Cross Country Championship events (and other events, if applicable) is simplified by abolishing the need to declare specific teams on the day, and adopting a policy whereby the first given number of athletes over the line are the scoring athletes for their club and/or county teams.

LAOIS: Proposed: Pippa Hackett

Seconded: Pat Hooper

Carried

42. THAT: within National Competitions, where club and counties are represented, only one team can score for each club and county.

LAOIS: Proposed: Pippa Hackett

Seconded: Michael McGrath

Defeated

43. THAT: the entry system for National Cross Country Championship and National Road Race events (where club and county team events exist), is restructured by ensuring that all athletes are entered on an individual basis by their clubs/counties.

LAOIS: Pippa Hackett

No Seconder

Fell

44. THAT: the entry structure and race day management for National Masters Cross Country events (and other Masters Team events, if applicable) is simplified by ensuring that there is only one category for a Masters team (e.g. Over 35) in any given Masters race. Other Masters categories to be facilitated in their own specific race (e.g. Over 65).

LAOIS: To Be Referred to Cross Country Review Forum

45. THAT: when using chip timing in an event, Athletics Ireland adopt a chip timing system whereby the chip is incorporated into the athlete's race number (rather than tied onto a running shoe).

LAOIS: Recommendation

46. THAT: the entry fee for Junior athletes in National events be set at €10.00 for the first event and €5.00 for each subsequent event.

DUBLIN: Recommendation

47. THAT: at the National Cross Country Championships U18's be allowed to score on both U18 and Junior Teams.

MUNSTER: To Be Referred to Cross Country Review Forum

48. THAT: at National Cross Country Championships in the Junior age groups where the event is held in conjunction with the U/18 age group athletes be allowed to score in both Junior and U/18.

CLARE: To Be Referred to Cross Country Review Forum

49. THAT: where the National Junior Cross Country is run in conjunction with a similar under age event, all athletes are eligible for Junior competition i.e. both events.

CORK: To Be Referred to Cross Country Review Forum

50. THAT: the Cross Country Championships be spaced out more evenly; start late October and run them into the New Year.

CORK: To Be Referred to Cross Country Review Forum

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51. THAT: Athletics Ireland Championship events shall, as far as is practical, be scheduled for fixed dates/weekends.

CORK: Recommendation

52. THAT: at all Championships, the rule stating athletes representing their county are compelled to wear county singlet's be strictly enforced. Athletes failing to comply shall not score.

CORK: Withdrawn

JUVENILE COMPETITION

53. THAT: the Inter County Cross Country Relay competition be discontinued.

BOARD: To Be Referred to Cross Country Review Forum

54. THAT: where Clubs within a County have less than 35 Juvenile members registered they be allowed to amalgamate with another Club of similar size within the same County to compete at the National and Regional Cross Country Championships.

CLARE: Proposed: Michael Egan Seconded: Vincent McCarthy Defeated

55. THAT: the distances for girls U13 to U17 Cross Country be changed to: -U13 2000m -U14 2500m -U15 2500m -U16 3000m -U17 3500m

GALWAY: To Be Referred to Cross Country Review Forum

56. THAT: distances for Juvenile Cross Country for U11 be amended to 1200m, U12 to 1500m and U13 to 2000m for the 2014/2015 season.

MEATH: To Be Referred to Cross Country Review Forum

57. THAT: the Inter County 4 x 100m Track Relay competition be discontinued.

BOARD: Proposed: Jim Ryan Seconded: Evelyn O'Reilly Carried

58. THAT: in the existing Outdoor combined events championships for Youth Boy's that the Octathlon be replaced with the Decathlon in line with IAAF rule 200.2. (Effective 2015)

BOARD: Proposed: Evelyn O'Reilly Seconded: Ciarán Doyle Carried

59. THAT: the Boys under 15 Shot Put and Hammer weight be changed to 3kg for National Championship competitions.

BOARD: Proposed: Evelyn O'Reilly Seconded: Jim Ryan Carried

60. THAT: the Under 12 and Under 13 indoor relays for both boys and girls be run in lanes for all four members of the team.

WEXFORD: Proposed: Michael McKeon Seconded: Pat Carty Defeated

61. THAT: the existing format for the under 9, 10 and 11 team competition be amended to that of a club team competition instead of an individual team event.

ROSCOMMON: Withdrawn

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62. THAT: an individual Development Competition in Track & Field be introduced for boys and girls U9, 10, & 11 to replace the Inter Club Team Competition.

MUNSTER: Proposed: Colette Kelly Seconded: Mary Meagher Defeated

63. THAT: The name Development Competition/Championships be changed back to 'B' Championships or renamed another more suitable/acceptable name.

MUNSTER/CORK: Proposed: Tim Fitzpatrick Seconded: John Copithorne Carried

64. THAT: the rule for qualification by Juveniles to compete in National Development/ 'B' Track & Field Championships be changed to "anyone who did not win an individual medal, in any event in the current year's National Track & Field Championships."

MUNSTER/CORK: Proposed: Tim Fitzpatrick Seconded: Liam Fleming Defeated

65. THAT: the Juvenile Committee introduces, where possible an Indoor Pole Vault Competition for Girls and Boys U15, U16, U17, U18 & U19.

ROSCOMMON: Proposed: Pat Fitzgibbon Seconded: Colette Quinn Carried

66. THAT: Pole Vault be included as an event within the National Indoor Juvenile programme for Boys and Girls aged Under 15 to Under 19.

DUBLIN: Withdrawn

67. THAT: the Juvenile Committee amends their current Track and Field Pole Vault competition to include Girls under 15 and 16.

ROSCOMMON: Proposed: Pat Fitzgibbon Seconded: S. Jennings Carried

68. THAT: the Pole Vault Competition be in line with the England Championships for girls and boys.

MUNSTER: Withdrawn

69. THAT: Athletes U13 may use starting blocks; athletes U14 upwards must use starting blocks.

DUBLIN: Proposed: Cecil Johnston Seconded: Brian Corcoran Carried

70. THAT: for all age groups from U12 up to and including U15 there shall be two (2) false start allowed before an athlete is disqualified; the position for all other age groups remaining the same as heretofore.

MEATH: Proposed: Tom Clinton Seconded: Colette Quinn Defeated

71. THAT: the opening height for U12 boy's high jump be reduced from 1.15m to 1.05m in track & field competition.

GALWAY: Proposed: James Lundon Seconded: Deirdre Scott Defeated

72. THAT: the opening height for U13 boy's high jump be reduced from 1.20m to 1.15m in track & field competition.

GALWAY: Proposed: James Lundon Seconded: Larry Larkin Defeated

73. THAT: the age for the Girls Triple Jump be reduced from U17 to U16 in Track & Field.

MUNSTER: Proposed: Colette Kelly Seconded: David Murphy Carried

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74. THAT: the Turbo Javelin in the National Juvenile Team Competition be contested in the standard format i.e. one throw per athlete per round as against the current procedure of three consecutive throws.

MUNSTER/CORK: Proposed: Tim Fitzpatrick Seconded: Mary Meagher Carried

75. THAT: the U12 Turbo Javelin be replaced by a 400g Javelin for Boys and Girls.

LEINSTER: Proposed: Pat Cheshire Seconded: Ciaran Doyle Defeated

76. THAT: the under 14 boys & girls Hurdles in both Track & Field and Combined Events (Outdoor) be standardised for Boys and Girls as either 75m or 80m in both competitions.

MUNSTER/CORK: Recommendation

77. THAT: the boys' under 17 100 metres hurdles/ 60 metres hurdles be in line with IAAF youth rules

BOARD: Proposed: John Cronin Seconded: Michael Quinlan Carried

78. THAT: where possible no parent or guardian be allowed officiate at an event where they have an athlete competing.

KERRY: Recommendation

79. THAT: Athletes aged 17, 18 and 19 may compete in the National Indoor T&F Championships provided they have entered and competed in those events in the Provincial/Regional Championships.

DUBLIN: Withdrawn

80. THAT: Athletes aged 17, 18 and 19 may compete in the National Outdoor T&F Championships provided they have entered and competed in those events in the Provincial/Regional Championships.

DUBLIN: Withdrawn