



**nicssa**

**75th Anniversary**

**ANNUAL REPORT**

**2025**



# table of contents

## 01 introduction

Council Members	1
Chairman's Introduction	2
Membership overview	5



## 02 overview of activities

Membership Events	7
Giveaways	11
Members Discounts	13
Health & Wellbeing	14
nicssa Stormont	16
Sports Club Review	19

## 03 75th anniversary

Overview	26
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## 04 business review

Business Plan Review	31
Treasurer's Report	37
2025 Accounts	39



## 05 looking forward

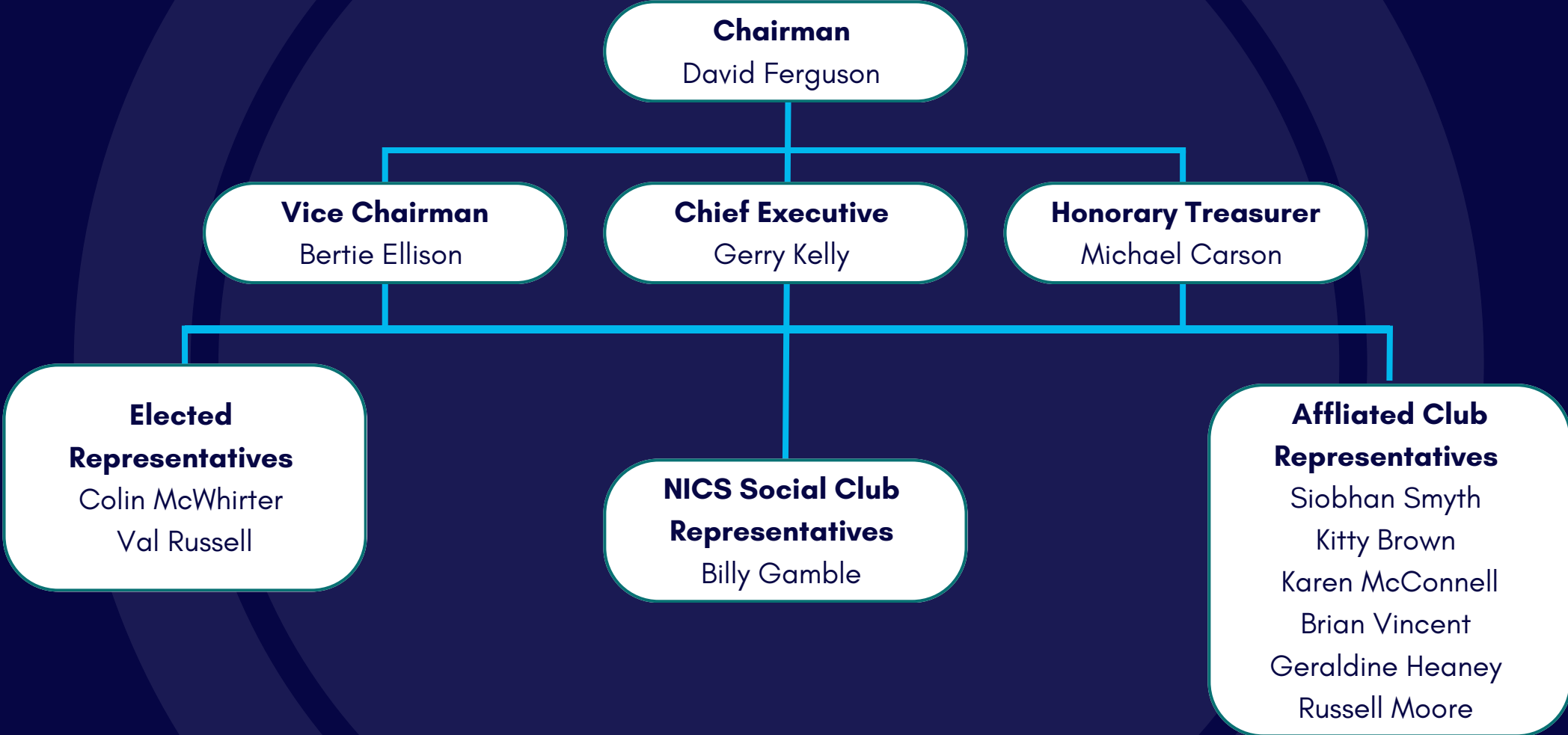
Overview	41
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01

introduction

# nicssa council members 2025





## chairman's introduction

**David Ferguson**

2025 was an especially notable and an exceptionally busy one for the Association as we celebrated a major milestone – our 75<sup>th</sup> Anniversary. We did so with a series of activities and events for members and their families, culminating in a Big Day Out for them at Stormont for key stakeholders in August. The year also saw the launch of our new corporate brand which reflects the vision, objectives and mission of the organisation for current and emerging business activities

We began the year though, still coming to terms with the disappointment of narrowly missing out on significant European and other funding for our flagship capital development programme for the facilities at Stormont. However, an urgent review of the viability and resilience of the programme resulted in us making quick decisions on how we should respond. This in turn led to us modifying our internal structures and responsibilities and immediately pursuing potential alternative sources of funding. A key positive from this activity, was that all of the critical relationships we had established with our key stakeholders and partners inside and outside government and elsewhere remained in place and were sustained and strengthened during the period.

The turnaround in our fortunes compared to where we were in the last quarter of 2024 was marked, and it was achieved while other non-programme but key Business Plan priorities were being progressed and delivered at the same time. Our hopes and aspirations for funding for our ambitious plans for the facilities have been restored.

We also completed work to facilitate our new status as a charity in the challenging areas of branding and governance of the business as a whole – the former during the course of the previous year, the latter from a revised set of fit for purpose Constitutional Rules which were ratified by members earlier this year.

Last but not least, to recognise and celebrate in style 75 years of our commitment to health and wellbeing through sport and recreational activity we hosted a number of activities and events for members and their families, culminating in a Big Day Out for them and key stakeholders at Stormont in August; and we launched our new corporate brand which reflects the vision, objectives and mission of the organisation for current and emerging business activities.

Reflecting on it all, it was a remarkable year of turnaround success in adversity that re-energised everyone and restored commitment throughout the team. I remain very grateful to the Council and staff at all levels of the organisation for their teamwork and drive, and to our members, partners and stakeholders for their continuing support.

I hope you will see that drive and commitment amply reflected in this annual report.





ADVENTURE  
H & S  
HEALTH  
DIPLOMA  
ESCAPE  
TRAIL

# membership overview

There are currently **6610 NICSSA** throughout Northern Ireland. The breakdown of membership is as follows:

- **5.5% of members are aged between 16-18**
- **88% of members are between 18 and retirement age**
- **6.5% of members are of retirement age**



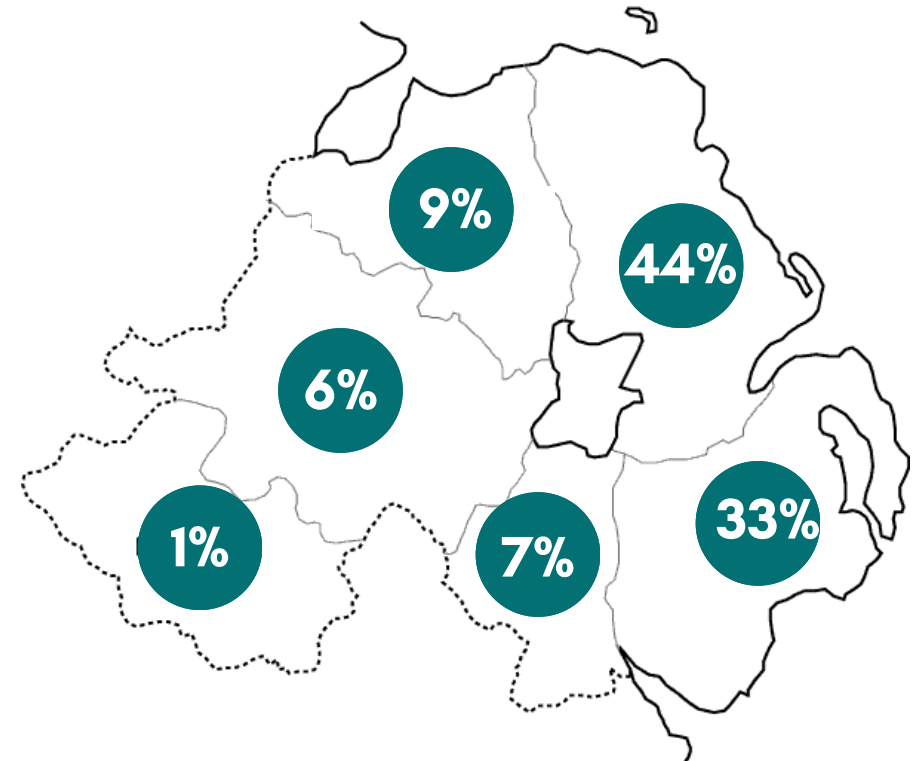
## Workplace Clubs

We currently have 30 active Workplace Clubs throughout Northern Ireland, with 2736 Members affiliated to those clubs.

## Workplace Club Grants

Throughout 2025, we provided over £39,500 to Workplace Clubs to spend on making a positive difference to the lives of their members. The most popular Workplace Club activities included fitness classes, football/golf events and internal club draws.

## Distribution of Members by Home Address



Our membership is spread throughout Northern Ireland with the highest concentration of members living in Co. Antrim (44%) followed by Co. Down (33%). We have a small number of members living in Co. Fermanagh (1%) and we have a small number of members living in Co. Donegal (0.4%) who travel to Northern Ireland for work.

The map above highlights the proportion of members that live in each county.



02

overview of  
activities

# membership events

During the year we provided members with a wide range of events that had something for everyone! Having engaged with members through previous events, meet and greets and conducting surveys we created an events calendar for 2025 that was fun, engaging and promoted the health and well being of members. An overview of the events we delivered is set out below:

## nicssa Event Locations 2025



## 16 Events | 979 participants

January	4 x Online Wellness Events
February	Paint and Sip
April	We are Vertigo, Newtownbreda
May	Taste and Tour, Belfast
June	Earth Yoga at Marble Arch Caves
August	SplashNI
September	Causeway Coast Kayaking Paint and Sip at nicssa Stormont
November	Wreath Making at nicssa Stormont
December	Wreath Making at Everglades Hotel, Derry Belfast Cookery School Winter Wonderland Christmas Event at Todds Leap



### January - Wellness Wednesdays (4 Online Events)

In January, 458 members and WELL Programme users took part in four wellbeing sessions including Financial Planning, Nutritional, Goal Setting and Keep Fit. Feedback from participants included, "What a terrific way to start the year! The information was shared in a direct way, easy to relate to and understand and more importantly to put into practice."



### February - Paint and Sip, nicssa Stormont

In February 21 nicssa members attended a "Paint and Sip" which was held at nicssa Stormont. Feedback from participants included, "Fantastic event, step by step guidance, pitched at the right level with lighthearted/amusing support. The resulting painting was impressive. Would 100% recommend."



### April- Family Fun at We are Vertigo, Belfast

In April, 128 members and family members took part in some Easter Family Fun at We R Vertigo, Newtownbreda. Feedback from nicssa members included, "Well Done to Team nicssa for giving us a wonderful day out with an amazing discount! The experiences are such a great part of the membership offering."



### May- Brunch Taste and Tour, Belfast

In May, 108 members took part in Taste and Tour, sampling food and drinks in restaurants across Belfast City Centre. Feedback from nicssa members included, "We have taken part in this event for the past three years and every year we visit new locations. The nicssa contribution to the price of the tickets is fantastic and it is great to see that you have an event specifically for adults."



### June - Marble Arch Caves, Fermanagh

In June, 7 members attended Earth Yoga at the Marble Arch Caves, Fermanagh. Feedback included, "This was an amazing event. The Caves were so atmospheric, and I felt so relaxed afterwards. I was delighted to be provided with a nice coffee and tray bake after. It is the little touches that the nicssa staff make that show the organisation goes the extra mile for its members."



In September, 24 members and guests attended "Ceramic Paint and Sip" at nicssa Stormont. Feedback included, "This was a great way to spend a Friday. We enjoyed food in the restaurant then headed into the event and had the best time painting our cups. It was a welcoming, relaxed and fun environment- Thank you so much!".



### August- Summer Splash, Moneymore

In August, 85 members participated in our Summer Splash Event in Moneymore. Feedback included, "My whole family had a blast! It was great for us all to try new activities in a safe environment. Staff, food and amenities were brilliant! "



### November - Wreath Making, nicssa Stormont

In November, 18 members and friends of nicssa got into the Christmas Spirit by attending our Wreath Workshop at our HQ. Participants enjoyed making their wreaths and decorating in their own style. Feedback Included, " Great value for money and a lovely way to spend an evening with friends.



### December- Wreath Making at Everglades Hotel Derry

10 members attended a fantastic Christmas wreath making workshop with the same florist as last years event. Feedback included "Excellent event and great to have an event in our local area! Love our wreaths! Thank you!".



### December- Belfast Cookery School

10 members attended a wonderful foodie experience at Belfast Cookery School. There was lots of fun creating tasty canapé's such as Feedback included, "Delighted with this event. I am definitely going to be making some great canapé's for family and friends over Christmas. Thank you nicssa for thinking outside the box and giving us members events that are relevant and with such great savings".



### December- Winter Wonderland at Todds Leap, Omagh

106 members and their guests attended Todds Leap Winter Wonderland to meet Santa and all his elves. nicssa Members and their guests enjoyed the games, stories and tractor rides before meeting Santa. Feedback included, "What a magical experience. Santa reassured my children that they were on the nice list and all his elves made the experience fun."





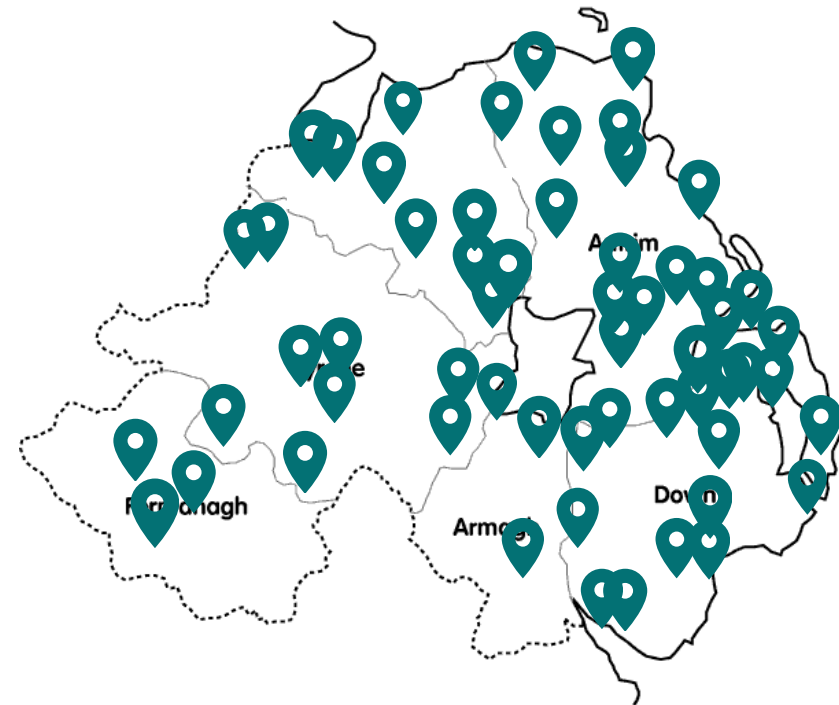
**Overnight Stay at The Trinity City Hotel**  
**£500 Hays Travel Voucher**  
**Coffee Machine Start Kit**  
**Mournie Glamping Overnight Stay**  
**£500 The Range Shopping Voucher**  
**Ninja BBQ**  
**Family Pass to Emerald Park + Cadbury Sharing Hamper**  
**Back to School - M&S Voucher**  
**Overnight Stay at Galgorm Resort and Spa**  
**Family Pass to Disney on Ice at SSE Arena**  
**One4All Voucher**  
**Christmas Vouchers - 1x £1000 / 2x £500 / 5x £100 for members choice of Tesco, Currys, M&S or Hays Travel**

# members giveaways

Throughout 2025, we distributed prizes to over 87 Giveaways winners throughout Northern Ireland.

Members view our Giveaways as a great benefit to their membership with over 6700 applications made throughout the year.

## nicssa Giveaway Winner Home Location 2025



## A Little Something Extra

Our "A Little Something Extra" Giveaways are randomly select monthly winners from our membership list, rewarding members with the element of surprise. We have also provided members with *Random Acts of Kindness* and celebrated *National Best Friends Day*. Giveaways included:

**Wellness Hamper**

**Pancake Making Kit**

**Gardening Kit**

**Easter Hampers**

**Picnic Basket**

**Ice Cream Kit**

**Kids Sweets / Drinks - Fun Day**

**Movie Night**

**Halloween**

**Cosy Night In**

**Tea Hamper**

**Christmas Hamper**



# members discounts

All members have access to our online discounts platform powered by membership Plus. The platform offers our members over 1800 discounts both online and in venues across Northern Ireland. The platform is a major selling point for membership. In surveys of our members, it is consistently chosen as one of the biggest benefits to membership, and also the most used element of peoples membership. **In 2025, 63% of members had registered their Discount Card online.**

In order to provide our members with even more benefits we have partnerships with organisations that help our members "Make it Happen".

**Throughout 2025 we provided members with:**

- **163 Tayto/Emerald Park Tickets**
- **382 Omniplex Tickets**
- **55 Wills via Wilson Nesbitt**
- **44 Specsavers Vouchers**
- **23 McCombs Travel Tickets**



# health & wellbeing

## WELL Programme

WELL is a programme incorporating support, education and information on a wide range of health and wellbeing issues which is available to all Northern Ireland Civil Service (NICS) employees. In 2025, 10,000+ NICS employees participated in WELL events.

We delivered the following:

- 1472 Health checks provided**
- 185 Physical Activity sessions**
- 34 Online Awareness sessions**
- 7 Nutrition seminars**
- 57 Resilience sessions**
- 2 One-to-one sessions**
- 55 nicssa wellbeing Clinic sessions**

The WELL Team were successful in securing contracts with both DfC and DVA to complete over 2000 health checks across NI between September 2025 and March 2026.



## nicssa Wellbeing

The nicssa Wellbeing Clinic delivered health and wellbeing testing that provides clients with in-depth metabolic and lifestyle assessment. In 2025 **50 clients attended the nicssa Stormont Clinic.**

In May 2025, the nicssa wellbeing team promoted services including group body compositions, Vo2 Max testing and food intolerance testing at Belfast Marathon Expo in Belfast City Centre. With over 20,000 people attending the expo over three days, the nicssa wellbeing were kept busy promoting services and completing body compositions.





# nicssa Stormont

nicssa Stormont provides members and users with top quality facilities including facilities for conferencing, corporate and sporting events and social activities. nicssa Stormont is home to the NICS Social Club, 14 Affiliated Sports Clubs, Bar and Restaurant, Clinic, PlayBall pitches and Healthclub.

## nicssa Stormont Membership

There are currently **968 NICS Social Club Members** based at nicssa Stormont. The breakdown of membership is as follows:

- **77% of members are between 18 and retirement age**
- **23% of members are of retirement age**

## events @ nicssa Stormont

In 2025, there was a 27% increase in the number of events facilitated at nicssa Stormont including NICS Departmental events, Charity Events, Corporate Events, Sporting Bodies and Sports Club events.

### In 2025:

- **499 events were facilitated.**
- **15.3k delegates attended events.**

More than 150 young people from across Belfast, the North West, and Donegal came together at the Cricket Connects Camp, hosted by Cricket Ireland at nicssa, Stormont on 19 August 2025.

## Bar and Restaurant

In 2025, the bar and restaurant at nicssa Stormont increased footfall due to excellent food, great service and the addition of special events such as Easter Carvery with bouncy castle, Music at steak night and Paint and Sip. There was over 21,500 meals served, 53,000 drinks sold and 12,800 coffees brewed.

Christmas 2025 was nicssa Stormont's busiest season to date with over 2000 Christmas dinners served plus a Christmas Carvey complete with Santa.





## Playball @ nicssa Stormont

PlayBall consists of 3G 5-a-side and 7-a-side pitches as well as international standard Hockey pitches.

In 2025:

- There was **7000+** PlayBall bookings.
- **70k+** Participants which generated over **£220k**.

Highlights included street soccer events, Regional McDonalds 5-a-side tournament and Ulster Hockey Finals.

## Gym @ nicssa Stormont

The Healthclub is located at our HQ and provides gym facilities as well as fitness classes to improve the health and wellbeing of our members and users.

**There are 209 Gyms nicssa Stormont Members. The breakdown of membership is as follows:**

- **4 % of members are aged between 16-18**
- **73% of members are between 18 and retirement age**
- **23% of members are of retirement age**

In 2025, the Healthclub:

- Delivered **500+ Fitness Classes**.
- Facilitated **6996 fitness classes bookings**.

# nicssa Affiliated Sports Clubs Reports

Please find a selection of Sport Club Reports for 2025

## **NICS Bowling Club-40 members** **Ladies Report**

The ladies' team had a very successful season, winning the senior league and the Stylux cup. The Saturday team playing in Division 2 had a difficult year. Despite some good wins and some very close games, we were unfortunately relegated to Division 3. The mid-week team finished 3<sup>RD</sup> in Division 2 of the mid-week league, which was a great result.

We also had success in PGL competitions. The ladies Over 55's; Triples and Fours, won their respective PGL competitions. Sandra Bailie and Linda Vance represented Ireland in the International Series and Lorna McMullan captained the team in the Under-25 International Series. Alison Morris and Sandra Bailie represented Ireland in the Atlantic Senior Fours in Cyprus in November, winning the gold medal.

We are pleased and honoured to have 2 of our members holding prestigious positions in 2026. Paula Montgomery will be taking up her role as President of the IWBA and Artie Rice as President of the NIPGL. 2026 will be an important year for the club, when both take up their respective roles as presidents.



## NICS Hockey Club - 286 members

NICS Hockey Club has just passed the halfway mark of what's shaping up to be another brilliant season, with continued growth across both our junior and senior sections. The junior club now boasts over 150 young players, with strong participation and development across every age group. Our inclusion-focused summer programme was another standout moment, welcoming 30-40 children and young people with additional needs and giving them a supportive and enjoyable space to try hockey. We also hosted our popular annual "Mixed 7s" tournament during the summer – always a great chance for some relaxed hockey (mostly!), plenty of craic, and an opportunity for players from across the club to mix. Keep an eye on our socials for details about this summer's event if you'd like to get involved.

On the competitive side, the club is fielding eight senior teams again this season – four men's and four women's – showing the depth and commitment of our members. Our junior teams have been just as active, with the U11s and U13s already taking part in three blitz days, and the U9s gearing up for their own blitz at the end of the month. The U15s are performing strongly in their league campaign, highlighting the promising talent growing through the club. Overall, we're on track for another season centred on growth, inclusion, and strong performances both on and off the pitch.

## Table Tennis - 22 members

Post COVID the club has purchased three new table tennis tables, umpire tables and score boards. This has enabled the club to stage the B&D championships for the past two seasons with a required compliment of five tables.

Over a quarter of members have joined during this period and the club can boast two U21 players who have won Provincial and National Titles. Both are qualified coaches and give of their free time to other members who wish to improve.

The Club also has several senior members competing in Irish Veterans events with quite some success.

The CS table tennis club is confident with the status of the new members, top class facilities and equipment that the club is well placed to grow and be an integral part of Ulster Table Tennis at the CS Pavilion.



## NICS Athletics Club- 41 members

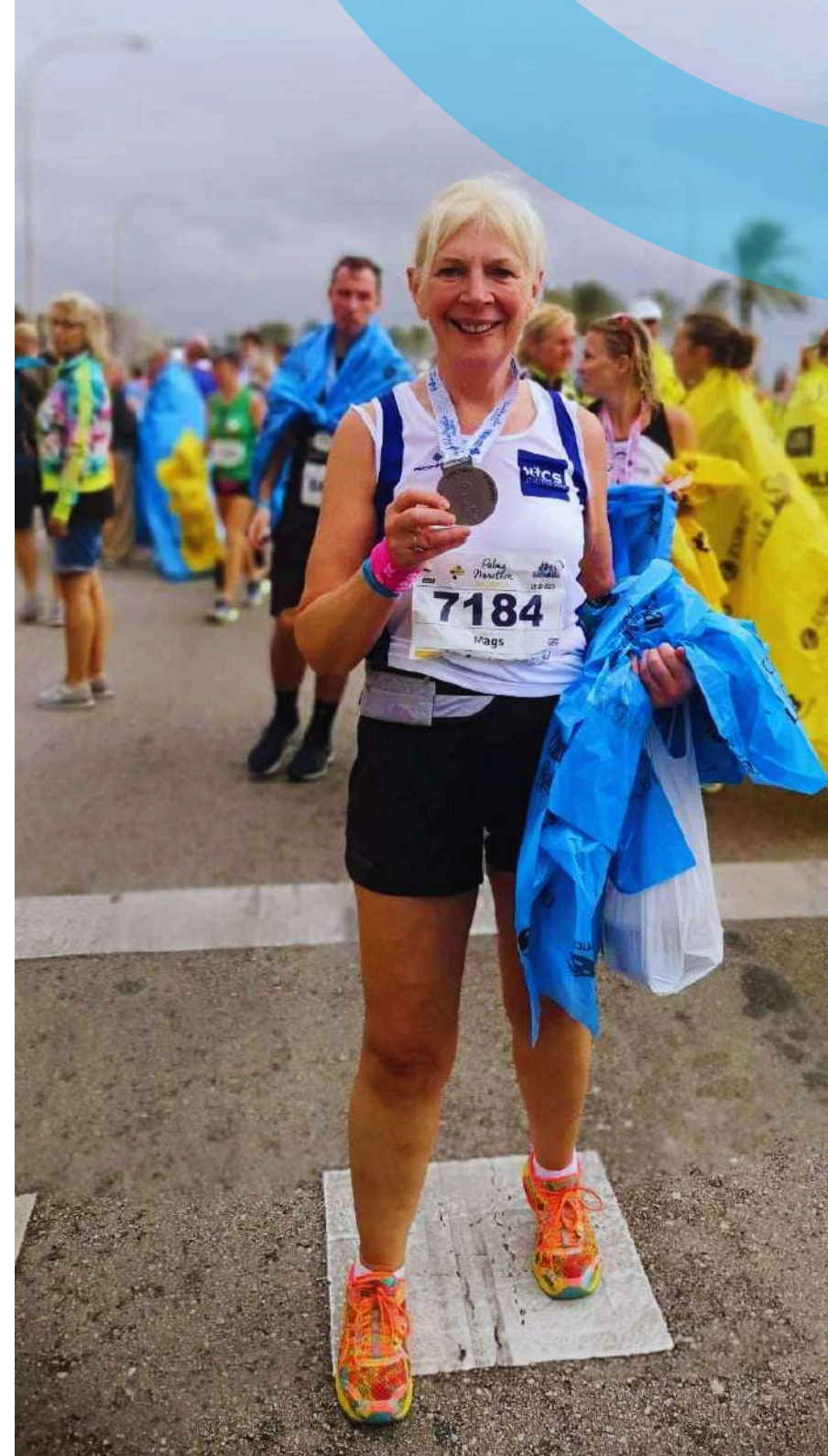
The club's flagship event, Stormont Cross Country, took place on Saturday 8th February 2025 in the grounds of Stormont Estate. In total 433 athletes finished the course across both junior and senior races.

The club also ran another very successful club championship with the individual winners and overall winners being presented with their awards at the annual Christmas lunch, held in the Pavilion in December 2025. Our annual "naked" race took place in September with 15 of our members completing the run. We have 2 major highlights this year.

1 - Margaret "Mags" Mathieson was awarded an MBE (Member of the Order of the British Empire) in the 2025 King's Birthday Honours for her outstanding and sustained contribution to the sport. Mags collected her gong in early December from Princess Anne at Buckingham Palace.

2 - Tracey Atkinson completing her 12 in 12 challenge to raise funds for Reach. Tracey completed 12 races in 12 countries in 2025, a location for each race and her travels took her to Morocco, Killarney, Paris, Madrid, Luxembourg, Belgium, Berlin, Larne, Edinburgh, Cyprus and finally the Valencia marathon in December. The majority of her races were ½ marathons with a few 10Ks thrown in and finishing with the marathon, not only did she run but at many of them she won an overall prize or an age category prize. To top it all off she has raised more than £7000 for a charity very close to her heart.

Throughout the year our members continued to support numerous running events in organisational and volunteering roles, these range from parkrun and junior parkrun to Jimmy's 10K, Portaferry 10 mile, the Belfast Half Marathon and Belfast Marathon.



# NICS Ramblers

## 73 members

The Northern Ireland Civil Service (NICS) Ramblers Club continues to offer its members a wide range of year-round weekend walks and midweek summer walks to suit all levels of fitness. The club also offers a variety of holidays ranging from weekend breaks to longer holidays abroad and social events.

The 2025 walk programme was developed following a planning meeting, held in October 2024 and input by email from the general membership. The programme was once again a mix of Saturday high level walks, generally in the Mourne. These included some challenging peak climbs but tended to concentrate on longer trail walks, such as the Brandy Pad or The Ulster Way. Once again the longer trail walks, The Tain Way and The Boyne Camino, proved popular.

Sunday lower level walks ranged from the North Antrim coast to the North Down coast and the Greater Belfast area. The Comber Greenway, Lagan Valley and Castleward were just some of the venues visited. These walks were well supported and offered an opportunity for members to enjoy some shorter, less challenging outings.

The mid-week summer programme continued to be well supported, offering short evening walks on alternate Tuesdays and Thursdays. These were generally in the Greater Belfast area and included such venues as Belvoir Forest, Lagan Towpath, Cregagh Glen and Clandeboye Woods.

The Club offered a range of holidays and short breaks in 2025. These included a trip by some of our members to the Leenane Walking festival in May, The West Highland Way in May, Cornwall and Devon in June and Malta in September.

A special thanks to those who have volunteered to lead walks throughout 2025 and to those who organise the holidays: your efforts are greatly appreciated by all of us. This year has seen a number of new faces joining us and that is encouraging. The Committee will continue to work with the members to encourage new leaders, offering new routes or revisiting routes we have not trekked for a while.

Finally, the Committee would like to take this opportunity, on behalf of all our members, to congratulate our esteemed Committee member, Mags Mathieson, on the award of her MBE for services to sport in Northern Ireland. Thoroughly deserved!



## nicssa Golf Club- 87 members

The Golf Club organised three major golf competitions during 2025.

### NICSSA / CSSC HANDICAP COMPETITION (Convenor - Craig Black)

The Handicap Qualifier was played at Lisburn Golf Club on Thursday 29<sup>th</sup> May 2025 with 46 players taking part. The winner was George Wilson 69, 2nd Conor Loughrey 70, 3rd Archie Gormley 71 and 4th Stephen Browne 71. Stephen Browne travelled to the Finals as Archie was unable to attend. Due to a change from CSSC, only the top 3 travelled for the Northern Ireland team at the National Finals, held at Stoke by Nayland Hotel & Golf Resort, Keepers Lane, Colchester, CO6 4PZ on 7<sup>th</sup> - 9<sup>th</sup> Sept 2025.

### NICSSA / CSSC SCRATCH COMPETITION (Convenor - Craig Black)

18 golfers entered the 2025 Scratch Cup, which was played at Lisburn Golf Club on Thursday 29<sup>th</sup> May 2024. Due to CSSC changes, 2 players would qualify to represent NICSSA at the UK National Finals. These were the Scratch Cup winner, Craig Black 75 and 2nd Conor McCaughey 80.

### NICSSA OPEN - (Convenor - Martin Rouse)

54 players entered the annual NICSSA Open which took place at Portstewart Riverside Golf Club on Tuesday 29<sup>th</sup> April 2025.

The top four winners played in an open on the Strand Course in July, paid for by NICSSA.

### CSSC NATIONAL HANDICAP AND SCRATCH FINALS 2025

Stoke by Nayland Hotel & Golf Resort, Keepers Lane, Colchester, CO6 4PZ on 7<sup>th</sup> - 9<sup>th</sup> Sept 2025.

In the Scratch Competition, Craig Black finished 3<sup>rd</sup> in the event and for first time since 2000 we had a NI winner in Conor McCaughey.

### NICSSA Autumn Event (Convenor - Craig Black)

The Autumn Event was played on the Dufferin Course at Clondeboye GC on Friday 26<sup>th</sup> September 2025. 36 golfers played on the day, and Tim Johnston was the victor.



## nicssa Chess Club- 10 members

The Chess Club organised some fantastic tournaments over the year including The British Blitz Belfast Qualifier ( a tournament that allows the winners to play in the UK at the British Blitz Championships ) and the Williamson Shield which was won by our first team Board one Mandar Tahmankar, who is also the current Ulster Championship. Several of our members are key organisers in Ulster Chess. Adrian Dornford-Smith is the treasurer of the UCU, Geoff Hindley is a previous President of the UCU and helps them run their monthly children's tournaments at Methodist College and annual Chess Summer School.

We are aiming to increase our social chess by having Club nights when there are no league matches on a weds at 7:30pm. For details contact [mark.chris.newman@googlemail.com](mailto:mark.chris.newman@googlemail.com)

We have two teams one in Division 1 and the other in Division2. We are currently about half-way through the league.





03

nicssa  
75th Anniversary

75<sup>th</sup>  
anniversary

# Celebrating 75 Years of nicssa

nicssa celebrated its 75th Anniversary through the delivery of a "Big Day Out" event in August at nicssa Stormont. There was over 2000 participants representing regional members, affiliated sports club members and individuals from the local community. It gave nicssa the opportunity to launch our new brand, promote our facilities and services and showcase our Clubs.



## Family Fun

nicssa provided opportunities for family fun including bouncy castles, football darts, assault course, facepainting, petting zoo, balloon modelling and arts and crafts all to the soundtrack of an amazing DJ to create the celebratory atmosphere. Hannah aged four enjoyed her day stating "I loved bouncing on the bouncy castle, dancing to the music and especially holding the big snake".





## Club Showcase

The event showcased our affiliated sports clubs with matches and taster sessions on display. Our nicssa Sports Clubs welcomed members, opposing teams and members of the local community to take part 14 events including hockey tournaments, football matches and have a go at archery and tennis.



A spectator said " My son was taking part in the in the rugby exhibition which he really enjoyed. The whole family had a great day playing on the inflatables, petting the farm animals and getting their face painted. The BBQ was delicious and all the nicssa staff were so friendly and welcoming. Thank you for a great day out".

# Day Out

## Itinerary

Saturday 23rd August 2025

<p>9-11am   Pitch 3 <b>Archery Shoot</b> by NICS Archery Club</p> <p>11am-12 noon   Meet at Marquee <b>Stormont Estate Ramble</b> by NICS Rambling</p> <p>11am-1pm   Everglades <b>Rugby Exhibition</b> by NICS Rugby Club</p> <p>11am-12:30pm   Pitch 3 <b>Have-a-Go @ Archery</b> by NICS Archery Club</p> <p>11:30am-2pm   Water Pitch <b>Hockey Mixed 7s Tournament</b> by NICS Hockey Club</p> <p>11am-4pm   Tennis Court 4 <b>Have-a-Go @ Tennis</b> by NICS Tennis Club</p> <p>11.30am   Football Pitch 3 <b>Girls Football Match</b> NICS Girls FC v Carryduff Colts FC</p>	<p>12:00-12:30pm   Front Cricket Square <b>Fencing Demonstration</b> by NICS Fencing Club</p> <p>12 noon   Top Cricket Square <b>Mens Cricket Match</b> CSNICC 1s v Woodvale</p> <p>12 noon   Bottom Cricket Square <b>Mens Cricket Match</b> CSNICC 2s v Cliftonville Academy</p> <p>1pm-3pm   Castleview Suite <b>Table Tennis Exhibition</b> by NICS Table Tennis</p> <p>1.30pm   Football Pitch 1 <b>Mens Football Match</b> NICS FC 1s v Ford FC</p> <p>1.30pm   Football Pitch 3 <b>Mens Football Match</b> NICS FC 2s v Ford FC</p> <p>2-4pm   Bowling Green <b>Bowling Club Presidents Day</b> by NICS Bowling Club</p>
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11am-5pm



## Catering and Drinks

nicssa subsidised a BBQ for all those attending, gave away over 260 free drinks to members and provided free kids sweets and drinks.

## Decoration

nicssa staff worked tirelessly to transform the facility with balloon arches, signage and bunting for the celebrations.

## Chairman's Reception

One of the highlights of the day was the Chairman's Brunch, which brought together nicssa Council members, political leaders, school principals, prominent figures in sport, and chairpersons and presidents from affiliated clubs and other key stakeholders. The presentations and information boards gave attendees the opportunity to reflect on the past and look towards the organisations future.

**The event was a resounding success, reinforcing nicssa's commitment to empowering people and inspiring community.**





WEST  
HIGHLAND  
WAY

04

business  
review

# business plan review

## Places

**Aim 1: Develop and deliver fit for purpose spaces for people at all levels of ability to participate in physical activity.**

Objective	Priority	Performance Measure	Performance Targets	Progress
By the end of 2025 to have commenced phase 1 of the capital development project for the Pavilion Complex.	In light of funding outcomes review the capital development programme in consultation with the Board and key stakeholders.	Achieve an agreed position on the future of capital development options for Stormont.	To have decided on the viability of the capital Project options by February/March 2025.	Achieved
	Implement the communication plan to convey the agreed position on the capital development programme to the nicssa community.	Communication Plan implementation agreed.	To communicate effectively and efficiently with the nicssa community regarding the capital project for Stormont.	Achieved

## People

**Aim 2: Encourage more people to get involved in more activities and keep them involved into later life.**

Objectives	Priority	Performance Measure	Performance Targets	Progress
By end of 2025 to have grown the nicssa community.	Increase the number of people participating in physical activity.	% Increase in participation levels.	By December 2025 to have achieved a 10% (baseline 15,000) increase in participation in physical activity.	Achieved
	Introduce new events and activities programme as part of the offering to the nicssa community.	Programme developed and introduced.	By March 2025 to develop and promote the new activities programme for the year.	Achieved

## Product

### Aim 3: Develop and deliver services and products that meet the expectations of the nicssa community.

Objectives	Priority	Performance Measure	Performance Targets	Progress	
By end of 2025 to develop and deliver a greater number and range of activities for people.	Further develop the range and number of products, <a href="#">activities</a> and services.	Number of new activities.	Develop and deliver eight new events/activities which can be accessed by all by December 2025.	Achieved	
		% Increase in uptake.	By December 2025 increase by 10% (Baseline 1,800) the uptake on exclusives, extras, and experiences.	Achieved	
	Provide affordable access to the Health and Wellbeing services.	Number of people using service.	Achieve one hundred bookings of the Health and Wellbeing Assessment Centre by December 2025.	Achieved	
	Develop the hospitality business at the Pavilion Complex.	% change in turnover No of covers No of room bookings	Increase of 10% in turnover.	Achieved Achieved Achieved	Not Achieved
			Increase in number of covers in the restaurant		Achieved
			Increase in no of room bookings by Dec 2025.		Achieved

## Enablers

### Aim 4: Develop strategic enablers to support the delivery of the strategic and business plan.

Objectives	Priority	Performance Measure	Performance Targets	Progress
<b>Staffing</b> To have the right people, with the right skills in the right places at the right times	Implement the organisational staffing structure to meet the emerging needs of the business.	New staffing structure implemented.	Implementation of the new staffing structure by October 2025.	Achieved
	Roll out the 2025-2026 Recruitment Plan.	No of staff recruited in line with the Recruitment Plan.	Recruitment of key posts identified in the Recruitment Plan by December 2025.	Achieved
	Develop staff capacity and capability to meet current and emerging business needs.	Increase in staff capacity and capability.	By December 2025 to develop and deliver training, development, and mentoring/coaching programmes to upskill staff for introduction of the new facility.	Achieved
<b>Governance</b> To develop a fit for purpose governance and staffing structure to support the delivery of the strategic plan.	Implement the organisational governance structure and supporting arrangements to reflect changes within the business model and new charitable status.	Full implementation of new governance structure.	New governance structure incorporating three entities implemented by October 2025.	Part Achieved

## Enablers

Objectives	Priority	Performance Measure	Performance Targets	Progress
<b>Resources-Revenue</b> To successfully finance the objectives and priorities of this plan over the three-year period.	Secure greater efficiency in the running of the organisation.	% Increase in surplus.	Achieve a 10% increase in the combined surplus by Dec 2025.	Not Achieved
		Reduction (£, 000) in long term liabilities.	To reduce long term liabilities i.e. after one year by 30% by December 2025.	Achieved
		Number of subscribers signed up to Gift Aid.	To achieve 3,000 signed up subscribers by December 2025.	Part Achieved
<b>Style</b> To implement the new corporate brand which reflects the vision, mission of the organisation and current and emerging business activities.	Implement the organisation's new brand identity.	New branding introduced.	To have communicated the new branding to the nicssa community before its official launch in January 2025.	Achieved

## Enablers

Objectives	Priority	Performance Measure	Performance Target	Progress
<b><u>Systems</u></b> To have fit for purpose communication and management information systems to improve connection with and between people and facilitate business critical decision making.	Develop greater social media engagement with the nicssa community.	% Increase in digital engagement.	Achieve a 20% increase in digital engagement by December 2025.	Achieved
	Deliver a new website for the organisation.	New management information system introduced.	To have a new management information system in place by December 2025.	Part Achieved
	Develop digital communication systems to connect with the nicssa community.	Introduction of new customer interface systems.	Introduce one new digital communication system to connect with the nicssa community by September 2025.	Achieved
<b><u>Resources-Capital</u></b> By 2025 to secure sufficient capital and revenue funding to support the delivery of the Capital Development Programme for the Pavilion Complex.	Agree funding arrangements with key investment partners and funders.	Amount of grant related funding.	By January 2025 to have secured funding to support the capital project.	Part Achieved
			To have a funding commitment by Cricket Ireland which is commensurate with the investment in cricket facilities by April 2025.	Achieved
		Amount of borrowing.	Level of borrowing established by April 2025.	Achieved



# Treasurer's Report

The overall position for the 2025 accounts showed an operating deficit of £67,110, compared to an annual deficit in 2024 of £6,414. It is important to note that 2025 was an unusual year regarding both income and expenditure which is detailed separately below. This reported deficit includes a depreciation cost of £77,345, which is a non-cash cost. In fact, the closing cash balance as at December 2025 was £31,106.

The balance sheet continues to demonstrate a strong financial position, with total reserves of £1,857,057, and a net current asset value (i.e. total short-term debtors less total short-term creditors) of £3,285, indicating a positive liquidity position.

Looking ahead to 2026, prudent projections indicate an operating surplus of £35,230, based on projected income of £1,291,845, and expenditure £1,256,615. This improved position reflects both an anticipated increase in income, following confirmation that NICSSA will host 3 Cricket Test Matches in 2026 and a reduction in expenditure compared to 2025, primarily due to the absence of one-off costs associated with the 75<sup>th</sup> anniversary and new branding.

## Analysis of 2025 Income

Total income for 2025 was £1,138,653, representing an increase of £41,347 compared to 2024. This is a particularly positive outcome, given that no major international Cricket fixtures were hosted during the year.

This increase primarily relates to Gift Aid of £65,654– an uplift of £51,785 from 2024, reflecting the continued commitment of both members and staff completing, collating and submitting claims to HMRC.

Further growth in 2025 was also achieved through additional Find Out and Healthworks services secured and delivered during the year. However, annual subscriptions, playball and facility charges all experienced modest declines compared to 2024, partially offsetting overall income growth. Staff continue to work to focus on reducing membership attrition and increasing new joiners, supported by ongoing marketing activity, events and membership incentives. That said, this work continues within a challenging economic and operating environment, alongside the ongoing impact of hybrid working across the NICS.

Playball income was also adversely impacted (fall of 6%) by unfavourable weather conditions, which remain outside of the Association's control. Finally, the reduction in facility charge income reflects the absence of International Cricket Test fixtures in 2025, with this position expected to improve for 2026.

## Analysis of 2025 Expenditure

Total expenditure for 2025 was £1,205,763, which was an increase of £102,043 compared to 2024. This increase is primarily driven by 3 main factors:

- 1. Staff Costs:** The introduction of Increased employer National Insurance Contributions (NIC) in April 2025, combined with the standard 3% annual salary uplift, resulted in an increase in total staff costs of £51,351, compared to 2024. This represents a new baseline cost, with no indication of any future reduction in employer NIC rates.
- 2. Insurance Costs:** Insurance Costs increased by £10k compared to 2024. It is important to note that the overall cost of Insurance across the wider organisation has not increased. Rather, this reflects a revision to the MOU (memorandum of understanding) between the Association and The Social Club, following a review in July 2025 to ensure that cost allocations remain appropriate and up to date. It was agreed that the Association should bear a greater proportion of the total insurance cost, reflecting both its scale and the breadth of its activities and programmes. As such, while costs have increased for the Association, there has been a corresponding reduction for the Social Club. This revised allocation is considered a fair and accurate reflection and will form the new baseline going forward.
- 3. 75<sup>th</sup> Anniversary and Branding:** Costs associated with NICSSA's 75<sup>th</sup> anniversary event and branding amounted to £17,000 and represent a one-off cost. Feedback from members on both the event and refreshed branding has been extremely positive. Notably, branding costs were significantly lower than originally anticipated due to the utilisation of internal expertise, reducing the need for external consultancy support.

Northern Ireland Civil Service Sports Association Limited

Balance Sheet

Year Ended 31 December 2025

		2025	2024
	Note	£	£
<b>Fixed assets</b>			
Intangible assets	10	-	1,839
Tangible assets	11	1,856,423	1,913,924
		<u>1,856,423</u>	<u>1,915,763</u>
<b>Current assets</b>			
Debtors	12	126,533	119,169
Cash at bank and in hand		31,106	34,868
		<u>157,639</u>	<u>154,037</u>
<b>Creditors: amounts falling due within one year</b>	13	<b>(154,354)</b>	<b>(132,552)</b>
<b>Net current assets / (liabilities)</b>		<u>3,285</u>	<u>21,485</u>
<b>Total assets less current liabilities</b>		<u>1,859,708</u>	<u>1,937,248</u>
<b>Creditors: amounts falling due after more than one year</b>	14	<b>(2,651)</b>	<b>(13,091)</b>
<b>Net assets</b>		<u>1,857,057</u>	<u>1,924,157</u>
<b>Capital and reserves</b>			
Restricted funds	15	404,962	490,402
Unrestricted funds	15	1,452,095	1,433,755
<b>Total reserves</b>		<u>1,857,057</u>	<u>1,924,157</u>

The financial statements were approved and authorised for issue by the Trustees on 22 April 2026.

Signed on behalf of the Trustees:

D Ferguson  
Chairperson

G Kelly  
Secretary

M Carson  
Treasurer

The notes on pages 14 to 24 form part of these financial statements.

Company registration number: IP000088

Northern Ireland Civil Service Sports Association Limited

Management Information

Year Ended 31 December 2025

Detailed Income and Expenditure Account

	2025	2024
	£	£
<b>Turnover</b>		
Subscriptions	365,366	374,104
WELL (including WELL grant)	244,892	212,179
Find Out	42,920	60,578
PlayBall (pitch hire, summer scheme, advertising)	227,669	241,943
NICSSA Gym	66,086	57,381
Facilities charges	107,788	124,075
Other Income	17,164	11,829
Gift Aid	65,664	13,879
	<u>1,137,549</u>	<u>1,095,768</u>
<b>Interest receivable</b>		
Interest on deposits	537	1,538
Other interest received	567	-
	<u>1,138,653</u>	<u>1,097,306</u>
<b>Expenditure</b>		
<b>Administrative expenses</b>		
Staff costs	694,325	642,974
WELL	28,242	18,528
PlayBall	10,340	12,147
NICSSA Gym	9,626	10,152
Find Out	1,839	4,633
Grants to Clubs	39,696	47,452
Membership benefits	22,500	20,800
Competitions - Civil Service Sports Council	12,519	8,403
Competitions - Regional activities	17,079	6,215
Business support costs	138,518	108,841
Pavilion complex costs	152,969	141,951
Depreciation	77,345	79,135
	<u>1,204,998</u>	<u>1,101,231</u>
<b>Interest payable</b>		
Loan interest	765	2,489
<b>Taxation</b>	-	-
<b>Total expenditure</b>	<u>1,205,763</u>	<u>1,103,720</u>
<b>(Deficit) for the year</b>	<u>(67,110)</u>	<u>(6,414)</u>



**05**

**looking  
forward**

# members benefits

In 2026, nicssa will provide members with ways to improve their health and wellbeing including through steps2fitness, family days out including Summer Fun at Todds Leap, foodie days out with a new Taste and Tour location in Derry/Londonderry and nicssa will add to the current membership benefits offering.

## nicssa Stormont

Following the success of membership events at nicssa Stormont in 2025, in 2026 the team will organise events to showcase the facility and catering options including special menus for Mothers Day, Fathers Day and Easter.

2026 will bring International Cricket fixtures to The Ward Cricket Ground at nicssa Stormont including:

- Men's Test Match: Ireland vs New Zealand  
27<sup>th</sup> - 30<sup>th</sup> May 2026
- Men's T20 Series: Ireland vs India  
26, 28<sup>th</sup> June 2026
- Men's ODI Series: Ireland vs Afganistan  
10<sup>th</sup>, 12<sup>th</sup> and 15<sup>th</sup> August 2026



# capital development

nicssa has made significant progress in advancing Phase 1 of its strategic masterplan, which is being delivered in partnership with Sport NI, the Department for Communities, Cricket Ireland, a range of governing bodies of sport, and our own place-based clubs.

Phase 1 will deliver a new 1,647m<sup>2</sup> sports hall alongside permanent, bespoke cricket facilities, including practice nets, two 500-seat spectator stands, and two permanent sight screens incorporating a media box and scoreboards. These high-quality facilities will enable both existing and new sporting bodies and clubs to extend their reach from grassroots through to elite level, while also supporting community and educational outreach across a range of programmes.

The development will also provide a platform for governing bodies to host national and international sporting events and tournaments in Northern Ireland, opportunities which have historically been limited by the availability of suitable infrastructure. This includes enabling Northern Ireland to co-host the ICC Men's T20 World Cup in 2030, subject to the completion of the full funding package. The facilities will offer high-performance indoor and outdoor playing and training environments, supporting skill development and responding to growing demand from both the local and wider community.

In addition to supporting major events, the development will contribute to the longer-term growth of participation across a range of sports, broaden access to high-quality facilities, and strengthen community engagement. It will also enhance Northern Ireland's profile as a location capable of hosting high-quality sporting events, with associated tourism and economic benefits.

It is anticipated that Phase 1 of the capital development will be completed by the end of 2028.





**nicssa**

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