






# *Annual Report & Statement of Accounts 2011*



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# Council Members

President		Dr Malcolm McKibbin - from Aug 2011 Sir Bruce Robinson - to Aug 2011
Chairman		David Ferguson
Vice-Chair		Gerry Cosgrave
Honorary Treasurer		Michael Carson
Chief Executive		Gerry Kelly
Affiliated club representatives		Carol Warke Martin Taylor John Mulgrave Jim Holmes Kieran Connolly Eugene McConnell
Elected representatives		Bertie Ellison Lynda Sloan Ward McConkey Ray Murray Peter Close
Social Club representative		Chris Heatley
Pavilion based sports club representative		Gareth Herron

# President's Foreword



It is a great pleasure to present this report which I'm sure you'll agree reflects the tremendous progress of the Association during the year in providing sport, health and wellbeing services and activities to members and indeed to the wider community.

I have always been impressed by the wide range of services that the Association offers its members and I strongly believe that through all its activities the Association continues to play an important role, not only in helping to create a healthier workforce but also in sustaining morale at a time of much change and challenge for all staff in the NICS.

Despite a challenging economic backdrop the Association has continued to grow and enhance its offering to members as evidenced by the development of the Membership Plus scheme, the continued success of the Health works programme and the introduction of new facilities at the Pavilion, Stormont. This of course does not happen by chance and I would like to take this opportunity to

pay tribute to the Council for its vision and commitment to the continued development of its services- most notably the new PlayBall facility which not only provides opportunities for members to get involved in sport but also makes a very tangible contribution to the wider community through the delivery of a wide range of grassroots and local community sports initiatives.

I believe the development of this facility and the extension of the Association's activities to the community further underlines its commitment to providing a diverse range of sporting and recreational opportunities for all to enjoy.

Finally, I would like to take this opportunity to pay tribute to the work of Sir Bruce Robinson, my predecessor,

who made a significant contribution to the Association during his period as President. I am delighted to succeed him in what I know will be an important role.

I would also like to express my gratitude to all those involved in the work of the Association during what has been a remarkably successful year. In particular I would like to thank Council members, voluntary officers and the staff- your dedication and commitment to the work of the Association is acknowledged and very much appreciated.

Dr Malcolm Mc Kibbin  
President



# Chairman's Introduction

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2011 marked another very successful year for the Association as we continued to work towards our key objectives of providing an extensive range of sporting, health and wellbeing services and facilities to members.

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During the year we further developed the volume and geographical spread of services to members through the Membership Plus scheme and we supported this with the introduction of a greatly enhanced Membership Plus website which now includes many additional features to promote greater use and accessibility by members.

With the support of the Membership Services team we developed the programme of activities for members across Northern Ireland and succeeded in increasing participation in a quite a number of events, particularly those involving families. We also continued to make a significant contribution to local and wider community objectives by hosting a diverse range of high profile international and community events at the Pavilion, Stormont. The events included international hockey matches between Ireland and Canada, a one-day cricket international between Ireland and Pakistan, the European Pipe Band Championships and a whole host of local sports initiatives, most notably a Special Olympics Club to introduce children with learning difficulties to sport and physical activity. We also facilitated several charity events at the Pavilion which in total raised in excess of £1m for a number of local and UK-based charities.

In the health and wellbeing area we delivered a record 61 Health Works courses in the year to the NICS and to a number of other organisations in the wider public, private and voluntary sectors, including schools, youth groups and local Councils. We also played a pivotal role through our Chief Executive

in the development of the new WELL Programme which we will deliver on behalf of the NICS from the autumn of 2012.

In the area of facilities, our new PlayBall initiative attracted over 130,000 users in its first full year of operation to the suite of modern, state of the art pitches that we have installed for a whole range of school, club and grassroots sports, including Gaelic games, hockey, football and touch rugby.

On the business and financial front we managed to achieve membership growth and ended the year with 209 new members following an extensive programme of marketing and sales initiatives including roadshows in government buildings, financial seminars and attendance at Departmental conferences. Significantly against a very challenging economic and trading backdrop, we performed very well in financial terms, ending the year with a modest surplus. Indeed, the growth in our activities has supported the employment of five additional staff, bringing to forty-two the number of employment opportunities we now provide.

In recognition of the rapidly changing environment within which we now operate and changes in the business model following the introduction of Activ and PlayBall facilities, the Council of the Association embarked on a process to review its strategic plan in conjunction with its key stakeholders. The outcome was the formulation and implementation of new strategic and business plans for 2012-2014 setting out a number of ambitious and challenging

targets for the next three years to ensure that we remain financially sound and continue to develop services and facilities for the benefit of members. We also underpinned our new plans with a review of the relationship with our key stakeholder, DFP and the development of a memorandum of understanding which provides the basis for future working arrangements between both organisations in a way that is mutually beneficial.

In all of the circumstances, it has been a remarkably successful year for the Association and I would like to take this opportunity to convey my wholehearted thanks to the Executive, Council, staff, club committees and the large army of volunteers for the huge contribution that they make to the work of the Association. As with most endeavour in the hustle bustle of daily life it can too easily go unnoticed, unseen and unsung, but it is always willingly given and very much appreciated.

Finally, I would like to thank Sir Bruce Robinson for all his personal support and interest in the Association's work during his term as President and to extend a very warm welcome to our new President, Dr Malcolm McKibbin.

A handwritten signature in black ink, reading 'David Ferguson'.

David Ferguson  
Chairman

Sir Bruce Robinson  
& Gerry Kelly  
- PlayBall Year 1



# Organisation & Functions

## Our Services

NICSSA is a company limited by guarantee and registered under the Industrial Provident Societies Act 1969.

### Our core functions are:

#### Health Promotion

- Provision and promotion of health and well being services and activities to the NICS and partners through the Health Works programme;

#### Sports and leisure

- Promotion of sport and leisure activities to over 11,000 members based in a network of geographically based affiliated clubs;
- Development and delivery to members of a range of membership benefits and services through the Membership Plus Scheme;

#### Facilities

- The development and management of the sporting, social, leisure and health and fitness and conference facilities at the Pavilion and through our network of affiliated clubs.

## Our Mission, Aims, and Values

### Mission

Our mission is to positively contribute to the health and well being of our members, the NICS and wider community by providing a wide range of affordable sporting, leisure and health and well-being activities, services and facilities throughout NI.

## Key Strategic Aims

The mission is supported by a number of key strategic aims. These are to:

- Make a positive contribution to the health and well being of members and NICS through our activities, services and facilities;
- Positively contribute to wider community objectives in the areas of sport and health and well being.
- Develop and deliver our services in a manner which promotes the long term sustainability of the organisation.

# Review of Activities

## *Introduction*

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This report provides a summary of the main activities and events of the Association throughout Northern Ireland during 2011. More detailed reports on the outcome of the 2011 business plan, the activities of each of NICSSA's affiliated sports clubs and the full range of events and competitions are set out in Appendices 1 & 2 of this report.



*Snozone at Braehead*

## Membership Services

Our commitment to develop activities, services and facilities for members that are accessible and provide value for money remained at the centre of our business activity in 2011.

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Despite reductions in the NICS and wider membership base membership of NICSSA recorded a net growth 209 members. The proactive approach to marketing the organisation which was underpinned by a series of marketing initiatives including roadshows in government buildings, health and well being exhibitions and the ongoing development of the Membership Plus benefits scheme contributed to this growth.

We further enhanced the membership plus scheme by the introduction of a whole range of additional offers for the benefit of members bringing the total number of offers to over 800. We continued to develop the services

under the brand by the introduction of Membership Plus Healthcare in conjunction with Civil Service Healthcare. Overall uptake through the Membership Plus scheme in 2011 reached an all time high, evidenced by the number of redemptions recorded in sports shops, restaurants and cinemas and the number who registered on the Membership Plus Website. Conscious of the changing lifestyle preferences of our membership base, we continued to work hard throughout the year to develop and deliver our services and events for members, particularly those located outside the Stormont Estate. In this context we, in conjunction with regional representatives covering clubs in Belfast, North and South regions,

organised several additional events in the year to cater for members and their families. Details of the range of events are set out in the report on competitions and events in appendix 2.

The regional representatives also concluded their work on the further development of the recognition scheme for members which is to be introduced in 2012. The scheme will provide an opportunity to recognise and award members for their contribution to the work of the Association under the following categories; club person of the year, sports person of the year, volunteer of the year, young sports person of the year, sports development, team of the year and club of the year.





*Athletics Club*

## Affiliated Clubs

As in previous years affiliated clubs participated in a diverse range of events and activities ranging from the traditional competitions to the less energetic days out.

Overall 2011 saw a significant increase in the activities of affiliated clubs and their members. The year was also significant as the Omagh Area Forum completed its first full year in operation. The Forum which is a collection of members representing seventeen government buildings in the Omagh area provides

members in the area with a central point of contact for funding and support with the organisation of events and activities.

Throughout the year affiliated clubs also contributed significantly to the work of a number of local and UK based

charities through a series of fundraising initiatives. Most notable was the efforts of NIEA (Northern Ireland Environment Agency) which is spearheaded by Carol Majory and Peter Close who raised £32k for a wide range of charities.



*NICS Rambling Club trip to Cyprus*



# PlayBall

## THE PAVILION STORMONT

PlayBall, which completed its first full year in 2011, continues to go from strength to strength, with bookings from groups such as sports clubs, community groups, schools and governing bodies of sport.



*Special Olympics*

PlayBall is committed to increasing sports participation in under-represented groups and delivered numerous initiatives in 2011 aimed at increasing the numbers of females, ethnic minorities, and people with disabilities and over 50's playing sport. The Cheetahs Special Olympics Football Club which was set-up during 2011, is a case in point. The initiative provides young people with intellectual disabilities the opportunity to train and compete in football, takes place on Monday evenings at PlayBall and attracts a number of young people to compete in a range of sports.

During the year the Cheetahs Holiday

Camps, which provide sporting opportunities over the school holidays, was awarded the prestigious Inspire mark by the London Organising Committee of the Olympic Games and Paralympic Games.

On the competition front PlayBall also hosted a number of high-profile events in 2011 including its first ever hockey international between Ireland and Canada, the Irish inter-provincial junior championships and the Kirk Cup final. PlayBall also contributed to the success of the annual Stormont Children in Need Family Fun Day and organised sporting activities for young people in

conjunction with Glentoran Academy, Ulster Rugby, Ulster GAA, Peace Players International and the Belfast Giants. Other events included 'T on the Pitch' and a Mencap Dodgeball event. A new grassroots football initiative was also launched at PlayBall in April with football ambassadors Geoff Hurst, Pat Jennings and Kenny Dalglish in attendance.

The facility was also used extensively by schools for competitive fixtures, training, PE sessions, and tournaments. Funding through Belfast City Council was used to deliver a ten week outreach programme to four local primary schools.

We hope to build on the success of 2011 and make 2012 an even better year!



*Paul Shaw, Pat Jennings (Ex NI International), & Kieran McGarrigle*

2011 started with a series of New Year Promotions. New members availed of the annual offer which meant that they could get three months free membership when they paid up front for nine months. We also launched our 'bring a buddy' scheme, which allowed existing members to bring a friend along to try our great range of classes free of charge.

We launched a brand new class timetable in April after asking members to choose the classes they would like to see added to the schedule. This brought Step, Boxercise and Zumba to Activ Health Club. The latter was very successful, with classes of up to 60 people dancing away to Latin beats with our new instructor, Jacquie. The introduction of the new classes brought overall class footfall for the year to a record 11,000.

May brought around Belfast marathon time again. This year the chosen charity was 'Mind Wise' for which we managed to raise £800 with the help of our team of runners and their friends and families. We had five members and three teams

completing the full gruelling 26.2 miles. All runners and their families and friends then joined up at the Pavilion for the Annual Barbecue and table quiz, with over 100 people attending.

June saw the re-launch of our Activstep promotion, which gave new members eight weeks membership for just £30. The promotion which concluded at the end of August saw over 130 new members.

Activ Health and Beauty had another great year, with Joanne and Lesley Anne attracting many new customers. 2011 saw the continuation of our partnership with Under Armour, offering members the chance to buy any of

the popular clothing range at hugely discounted prices. Something we plan to continue to promote for the next few years.

A very busy year ahead is predicted for both Activ Health Club and Activ Health & Beauty, with classes and fitness suite usage levels reaching new heights. With Activ now well and truly a part of the NICSSA family, we can expect great success in 2012, with a gym refurbishment beginning early 2012. This can only bring even greater value to the overall membership package, and combined with our knowledgeable, friendly and highly motivated staff, the future really does look very bright for the club.



*Rob Dobson, Activ Manager,  
Alan Rodgers, Stephen McConnell,  
& Sir Bruce Robinson, HOCS*





NIEA 'Big Spring Clean Up'

# Events & Competitions

As part of NICSSA's fundraising effort a number of clubs and members embarked on the Ulster Way Challenge walking event.

As part of the challenge members from NIEA in Lisburn were joined by Lagan Regional Park wardens got involved in TidyNI Big Spring Clean/ Lagan Clean Up 2011 which took place at the Lagan Towpath section of the walkway and involved South East Belfast Scout group with sponsorship from Coca Cola HBC NI Ltd. In total twelve miles were completed by members with the

remaining sections of the route to be finished in 2012.

The Celtic Games had its best attendance yet at The Pavilion, Stormont, with 140 participants from Scotland, Wales, Northern Ireland and Republic of Ireland taking part in a variety of sports. The games kicked off with a night at the races which was

held in Drumbo Park. The sports on the Friday were: Skittles, Tag Rugby, Indoor Triathlon, Targets, Hockey 6's, Table Tennis, Bowls Gaelic 7's Cross Country, Squash, Kwik Cricket and Tennis. A meal and entertainment finished off what was a very successful Celtic Games which was won by the NI team.





# Health Works

During the year the Health Works team delivered a total of 61 health and wellbeing courses to a wide range of new and established clients including NICS departments and agencies, Waterways Ireland (at venues North and South of the border), Coca Cola Bottlers (Dublin and Lisburn), BE Aerospace (Kilkeel), Price Waterhouse Coopers (Dungannon and Belfast), Labour Relations Agency, NIE and Schrader Electronics (Antrim and Carrickfergus).

Not surprisingly the key health focus for a lot of clients was on managing stress in the workplace. We delivered a total of fifteen 'Managing Daily Demands' courses to DARD staff throughout the country and to Waterways Ireland staff in Mullingar, Enniskillen and Ballinasloe.

We continued our programme targeting young people in workplaces in partnership with NICS OHS by delivering a further five 'Your Life Your Health' courses to young civil servants. The course was also purchased by NIE delivering the training on alcohol and drugs awareness to their apprentice electricians and to students in Castlereagh College Belfast.

The health and wellbeing roadshows continue to prove extremely popular by providing workplace advice and support

to staff about making positive lifestyle changes. The roadshows provide the opportunity for staff to have cholesterol, blood sugar and blood pressure tested. More than 1,000 staff availed of this opportunity. Approximately 10% of staff who had blood pressure checked were referred to their GP for follow-up appointments.

In the period we also built on our network of private sector clients with Schrader Electronics by providing twelve courses targeting the company shift workers, Coca Cola Dublin and Lisburn targeting their sales staff, and attracted new business from BE Aerospace and PWC in Belfast and Dungannon.

On the development front, 2011 proved to be yet another significant year for NICSSA's Health and Wellbeing

programme. The team worked closely with OHS and other key stakeholders in the development of a new health promotion initiative to be known as WELL. The new WELL programme is to be rolled out to the NICS in 2012. Its purpose is to engage, unite and empower NI civil servants to make positive lifestyle changes. It offers a consistent approach to health and wellbeing across NICS departments and agencies. The programme which is supported by a dedicated health and wellbeing website will be delivered by NICSSA through a network of health and wellbeing champions based in government buildings. We are very excited about this new challenge and making a positive contribution to the lives of NICS.

# The Chairman's Reception and Awards

The annual reception and awards evening was held on Thursday 27th January 2011 with over 120 guests representing the network of affiliated clubs and the wider NICS.

The Bloomfield Trophy awards which recognise individual contribution to the work of the Association and were presented by Sir Kenneth & Lady Bloomfield. The winners were Darrell Wilson for sporting Excellence and Michael Kelly for the valuable contribution he has made to the work of NICSSA in an administrative capacity. The UK Civil Service Champions were presented by NICSSA Chairman, David Ferguson to the Outdoors Pairs Champions, Fred Murdock & Gareth Bell, the Triples Champions Billy Girvan, Sandy Dalzell & Rodney Nesbitt, the Fours Champions, William Scott, Robert Johnston, Erin Montgomery & Fred

Murdock. The Health Works Award was also presented at the event to recognise the efforts of course graduates who have put the Health Works message into practice. The individual award was presented by Sir Bruce Robinson to Helen Ryan, DFP. In addition FASA training certificates were presented to those who completed the Alcohol & Drugs training; these were presented to Donna Darcy, Gavin McCann, Ashleigh McCullough, Rory Rafferty, Chris Forsyth, Nicholas Browne, Lee Toner, and Robert Shore. The Sports Development Award, which was presented by Gerry Kelly, went to the NICS Junior Football Club for their work in developing grassroots

football. The Cliff Radcliffe Cup was also presented on the night to the Team of Year, the NICS Men's 1st XI Hockey team in recognition of their achievements throughout 2010. The Leslie Sloan Memorial Cup, which was keenly contested by three clubs, Great Northern Tower, Netherleigh, and IRTU, was lifted by Great Northern Tower who received the 2010 club award for their endeavours and enthusiasm to the work with members of the Association in 2010. The final award on the night was the Honorary Life Membership which went to Brian Murphy for over 40 exceptional year's service to the work of the Association.

*Gerry Kelly with  
representatives from  
the NICS Football Club*





I am delighted to present this report, which summarises progress on the key business objectives as set out in the 2011 business plan.

A more detailed account on progress against plans for the year is set out on pages 18 -20 of this report. The 2011 business plan which was agreed by the Association's Council set out a number of challenging objectives under five headings, corporate development, marketing and sales, membership services, health promotion and sports development and facilities management. These were overseen by John Mulgrave, membership services, Ray Murray, marketing and sales, Bertie Ellison, sports development and facilities management and Lynda Sloan, health promotion. Against a very challenging economic and trading backdrop the Association performed exceptionally well during the year. A significant

reduction in grant from DFP which equated to £106k, the absence of any meaningful sponsorship to support the shortfall of funding on the PlayBall project and severe weather conditions at the start of 2011 greatly impacted on the Association's financial performance in the year. Despite this we ended the year with a surplus of £45k due primarily to additional income from the PlayBall facility, and Activ Healthclub.

The Council in conjunction with its key stakeholders embarked on a 9-month process to review its strategic plan. The outcome of the process was the formulation and implementation of new strategic and business plans for 2012-2014, which sets out a number of ambitious and challenging targets for that period. We also in conjunction with DFP Corporate HR reviewed the relationship with our key stakeholder DFP and subsequently developed a memorandum of understanding, which provides the basis for future working arrangements between both organisations in a way that is mutually beneficial. The success of the new PlayBall facility in 2011 helped the Association to meet a number of financial and community outreach targets, most notably in the development of a whole range of new community initiatives including Special Olympics club, midnight soccer and at the latter part of 2011 the development of the Street Striker initiative. Much of what was achieved in the year was due to an innovative and very proactive marketing and sales approach supported by a number of new marketing initiatives to promote growth in membership, the uptake in Membership Plus related services, the launch of the new PlayBall facility and development of a new network of customers particularly at the PlayBall

facility. The Health Works programme continued to develop its offering to NICS departments and agencies and delivered a record number of courses in the year to a range of existing and new clients within the private and wider public sector. We also contributed much to the work of OHS in the development of the new WELL programme, which we will deliver to NICS departments in 2012. Under membership services we increased the number and geographical spread of offers in the directory and website to 692 in 2011. We also contributed to the development of the new membership plus website which now includes many additional features to promote use and greater access to offers. We extended the services under the scheme to include a new healthcare provider.

Looking forward to 2012, we will continue to develop our client base at the new PlayBall facilities, to support regional clubs in developing services and activities for members, contribute to the local community through our charitable work and further develop the services and activities that we provide to all members. Finally, I would like to take this opportunity to thank the Chairman, Executive Board and Council for their continued support and the staff team for their continued commitment and professionalism to the work of the Association.

Gerry Kelly  
Chief Executive



# Financial Report

This report should be read in conjunction with the summarised profit and loss and balance sheet accounts on pages 16 and 17.

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Overall, income for the year was up by £238K whilst expenditure was up by the same figure.

There were a number of reductions in income during the year – most notably government grant down by £61K following the DFP's decision to reduce and eventually withdraw funding to NICSSA. Facilities charges were also down by £37K as a result of the absence of income from Activ which is now managed by NICSSA. Other income was down by £36K as last years figure included a £40K one off donation. These reductions were offset by increases primarily in Healthworks income of £83K as a result of the delivery of additional courses and PlayBall revenue of £127K reflecting a significant increase in users of the facility. Deferred income which is a technical accounting adjustment to release capital grant income from the balance sheet to the profit and loss account over the life of the asset was up by £65K. On the expenditure front there were reductions in Healthworks spend of £9K as a result of more efficient use of course tutors and PlayBall costs by £12K following the reduction in start up costs which were incurred in 2012.

These reductions were offset by an increase in salaries of £75K following the transfer of staff to NICSSA from Activ in 2011 and the employment of additional PlayBall staff. Costs of running Activ were up by £20K which reflects the hire of class instructors and the ongoing maintenance of gym equipment.

Business support costs rose by £28K as a result in increased travel expenses associated with the delivery of additional healthworks courses outside Belfast and costs related to the NICSSA strategic planning exercise which was held in March 2011.

Pavilion costs also increased by £14K largely due to increased heat, light and power costs while depreciation recorded the highest increase of £109K showing the impact of the depreciation of new facilities over the lifetime of the asset.

The net result of the movements in income and expenditure during the year resulted in a £44K surplus and an increase in total reserves to £594K.



	2011(£)	2010(£)
<b>INCOME</b>		
Government Grants	57,150	118,010
Health Works (including WELL grant)	185,587	102,229
Subscriptions	530,570	527,559
PlayBall (pitch hire, summer scheme, grants, advertising)	225,646	97,925
Activ Gym (subscriptions, classes, etc.)	92,577	-
Facilities Charges	54,313	91,965
Deferred Income (capital grants amortised)	117,790	52,558
Membership Plus and Marketing Contributions	21,589	20,221
Interest on deposits	-	-
Other income	12,846	49,189
<b>TOTAL INCOME</b>	<b>1,298,068</b>	<b>1,059,656</b>
<b>EXPENDITURE</b>		
Staff Costs	502,199	427,636
Health Works	37,153	46,162
PlayBall	14,311	27,166
Activ Gym	20,864	-
Business Support Costs	106,807	78,069
Pavilion Complex Expenses	117,199	103,503
Grants to clubs	98,944	93,259
Membership Benefits	28,218	27,484
Competitions - Civil Service Sports Council	8,304	3,953
- NICS Sports Association	4,962	-
- Regional Activities	6,434	10,232
Depreciation	270,868	161,912
Loan Interest	37,218	35,168
<b>TOTAL EXPENDITURE</b>	<b>1,253,481</b>	<b>1,014,544</b>
<b>SURPLUS FOR THE YEAR</b>	<b>44,587</b>	<b>45,112</b>

	2011(£)	2010(£)
<b>FIXED ASSETS</b>		
Pavilion Redevelopment	1,646,636	1,740,665
Fitness Equipment	7,504	9,565
Computers and Equipment	24,595	35,138
Outdoor Surfaces and Equipment	1,740,286	1,934,704
<b>TOTAL</b>	<b>3,419,021</b>	<b>3,720,072</b>
<b>CURRENT ASSETS</b>		
Stock	2,750	-
Subscriptions due	56,013	38,266
Cash at Bank	5,566	5,469
Prepayments and Accrued Income	41,649	95,993
Debtors control fitness equipment	40,518	89,622
VAT due	-	12,887
<b>TOTAL</b>	<b>146,496</b>	<b>242,237</b>
<b>CURRENT LIABILITIES</b>		
Bank Overdraft	22,677	27,890
Bank and other loans	134,367	155,062
Other Creditors and Accruals	57,180	101,691
Deferred Annual Grant	-	24,000
NICS Social Club	45,039	30,050
Staff Costs Accrual	23,422	23,970
Deferred Creditor	117,516	116,687
Creditors control	85,092	231,376
VAT	19,909	-
<b>TOTAL</b>	<b>505,202</b>	<b>710,726</b>
<b>NET CURRENT LIABILITIES</b>	<b>(358,706)</b>	<b>(468,489)</b>
<b>CREDITORS DUE AFTER ONE YEAR</b>		
Loans	1,161,772	1,289,400
Deferred Income	1,303,750	1,412,008
<b>TOTAL</b>	<b>2,465,522</b>	<b>2,701,408</b>
<b>TOTAL ASSETS LESS TOTAL LIABILITIES</b>	<b>594,793</b>	<b>550,175</b>
<b>REPRESENTED BY SHARE CAPITAL</b>		
Issued and paid up to date	3,578	3,546
Less forfeited up to date	(2,076)	(2,055)
	1,502	1,491
<b>CAPITAL RESERVE</b>	<b>2,770</b>	<b>2,748</b>
<b>REVENUE RESERVE</b>	<b>590,521</b>	<b>545,936</b>
<b>TOTAL RESERVES</b>	<b>594,793</b>	<b>550,175</b>



# Performance Against Plans

Priority	Outputs	Intended Outcomes	Responsibility	Progress
<b>CORPORATE DEVELOPMENT</b>				
Formulate and implement organisational strategic and business plans.	<p>Monitor progress against plan in respect of 2011 business plan.</p> <ul style="list-style-type: none"> <li>- Consult with key stakeholders as part of development of the strategic and business plans for 2011-2013.</li> <li>- Formulate draft plans for council approval.</li> <li>- Compile final draft strategic plans 2011-2013 and business plan for 2011 for consideration of council.</li> </ul>	<p>Produce quarterly progress against plan reports for executive board and council.</p> <p>Consultation complete by Feb 2011 in time for strategic away day.</p> <p>Draft 2012-2014 plans presented to council for approval by Sep 2011.</p> <p>Final draft of plans approved for implementation by Dec 2011.</p>	<p>Directorates</p> <p>CEO</p> <p>CEO</p> <p>CEO</p>	<p>Achieved</p> <p>Achieved</p> <p>Achieved</p> <p>Achieved</p>
In consultation with DFP explore the scope for formal recognition of the work of NICSSA's club office bearers and volunteers.	<ul style="list-style-type: none"> <li>- Research models of good practice and develop a range of options for the recognition of volunteers.</li> </ul>	<p>Proposal for the recognition of volunteers to be developed by June 2011.</p>	CEO/HR Director	Achieved
Develop stakeholder relationships to further business objectives.	<ul style="list-style-type: none"> <li>- Hold formal meetings with key stakeholders including: <ul style="list-style-type: none"> <li>- DFP</li> <li>- ICU</li> <li>- Sportslink</li> <li>- CSSC</li> <li>- IFA</li> <li>- Ulster Branch</li> <li>- Sport NI</li> <li>- Ulster Council</li> </ul> </li> </ul>	<p>Development of new relationships and potential new funding partners to further business opportunities and support further capital development.</p>	CEO	Achieved
Develop nominated charity of the year relationship.	<ul style="list-style-type: none"> <li>- Work to raise profile and funds for charity of the year for 2011.</li> </ul>	<p>Raise £20k for nominated charities by Dec 2011.</p>	Events Team	Achieved

Priority	Outputs	Intended Outcomes	Responsibility	Progress
MARKETING AND SALES				
Improve Association's profile	Implement the marketing and sales strategy to further develop the profile of the organisation and its services and activities.	Meet targets for improved public and government profile and growth (as set out in the marketing and sales plan) in each of the key business areas by Dec 2011.	Marketing and Sales Team	Achieved
Develop corporate membership	- Identify potential corporate members and implement strategy to secure their membership.	Achieve two new corporate members by Dec 2011.	Marketing and Sales Team	Part Achieved
Increase membership sales	- Increase individual membership sales across the NICS and partner organisations through marketing and sales roadshows and other sales initiatives.	Achieve net membership growth of 700 by Dec 2011.	Marketing and Sales Team	Net Growth of 209
MEMBERSHIP SERVICES				
Develop the sports and leisure programme	- In conjunction with Membership Services Director and clubs develop an activity programme to include more family and non-traditional activities.	Draft programme for 2012 to be produced and agreed by Council by Sept 2011.	Events Team	Achieved
Increase the range and quality of membership benefits under the membership plus brand	Carry out a membership survey to assess the success of the scheme.  -Introduce new offers based on feedback from members.  - Meet with providers of sports and leisure services as part of the process to develop new services for members.	Survey to assess members' views completed by April 2011.  Two new members offers to be introduced each month.  Secure three additional sports and leisure centre services for members by Dec 2011.	Marketing and Sales Team  Membership Services  Membership Services	Rescheduled to 2012  Achieved  Achieved

*Performance Against Plans (continued)*

Priority	Outputs	Intended Outcomes	Responsibility	Progress
SPORTS DEVELOPMENT AND FACILITIES				
Implement phase 1 of the masterplan for the Pavilion Complex.	- Assess the scope for the introduction of phase 2 development.	Produce report on the feasibility of phase two proposals for capital development by Sept 2011.	CEO/Sports development and facilities	Rescheduled to 2012
HEALTH PROMOTION				
Develop the Health Works programme.	Develop a proposal for the delivery of health promotion training to local councils.	Proposal to be submitted by April 2011.	Health Promotion Manager	Achieved
FINANCIAL				
Secure non grant capital funding to support future development plans.	In conjunction with NICS hockey club and Sportni implement the objectives of the fundraising and income generation strategy to support phase 1 capital development.	Secure £200k through fundraising strategy by March 2011.	CEO/Hockey Club/ Sportni/Sport development and facilities	Part Achieved
Increase the proportion of non-grant funding to support current running costs.	Exploit the income generating potential of the membership plus scheme, rental of facilities at the pavilion to third parties, and sponsorship to increase non-grant income.	Increase the proportion of non-grant funding by 10% by Dec 2011.	Marketing and Sales Team	Achieved



# Appendix 1

## Affiliated Club Reports

## NICS Archery Club

The 2011 outdoor season has been very successful for NICS Archery Club with an overall increase in the number of members and guests regularly shooting on club nights. The year-round Saturday morning sessions have helped club cohesion and morale. Thanks mainly to the past Chair's efforts, the storage container at Stormont has been decked out to maximise storage space, allowing easy access to equipment.

As the club need fundraisers to allow lower membership charges and the hire of an indoor venue, we attended Mount Stewart and Glenarm for a total of four days as part of our fundraising effort. I would like to take this opportunity to thank all those who attended especially friends and family who are non-members and without their help, we would struggle at these events. Unfortunately poor weather and low crowd numbers resulted in lower returns than in previous years. We had been invited to attend other events but were unable to do so as they clashed with competitions. The committee is reviewing whether we should do smaller events more frequently, thus sharing the workload by having different teams at different events. These events are fun to do, even in the rain and free entry to the venues is an added bonus.

A new development for 2011 was teaching archery for GCSE Sports at Glashy College. This proved to be the most efficient fundraiser per club member participating and might prove lucrative if it were possible to provide a similar service to other schools. It could also be good for a few old retired members to do something worthwhile!

During the year we changed how the beginners' classes are run, with the introduction of outdoor classes. Next season we hope to further develop this, allowing passing public to have a go for a small fee, with the option to do a full beginners course.

The Club relies entirely on the support of the committee, an enthusiastic and very capable group of people who are the heart of a successful and respected club throughout the province.

## NICS Athletics Club

### NICSAC Cross Country – 26th February 2011

The Club's flagship event is the Cross Country which is staged each year in the grounds of Stormont Estate and in 2011 it attracted 414 entries and saw the introduction of a number of new prize categories. This included new team competitions within the men's and women's open races and the addition of a Ladies Services Trophy for the competition between the public services - Civil Service, Police Service, Prison Service, Ambulance and Fire & Rescue Services.

A new team competition for the junior athletes was also introduced with a trophy for the best junior boys and girls teams.

Races categories this year included Primary School, Under 13, Under 15, Under 17, Open, Veterans, the Services Trophy competition between NICS, NIPS and PSNI and the Civil Service Cross Country Championships.

NICSAC success was excellent this year.

- The winner of the open event was Jonny Steede of Ballymena Runners (in a time of 27:23). The first lady home was Patricia O'Hagan of St Peter's AC (in a time of 20:33).
- Jim Breen had a good run and he won the Jim Patterson Trophy for the first NICSAC member home in a time of 32:17 and also took 2nd place in the Civil Service Vets category.

- Anne Adair ran a good race to take 3rd place in the Civil Service Vets Championship in a time of 27.48
- In the new format Services Cup the NICS team won the male trophy and the NI Prison Service collected the Ladies trophy.
- 137 runners participated in the boy's primary race and 130 in the girl's race. Burren AC/ Ballyholland PS took the boy's team trophy and Loughview IPS won the girl's team trophy.
- The open race had 108 runners with Annadale Striders winning the male team trophy and North Down taking the ladies team prize.
- The U15/17 race had 17 runners.
- The U13 race had 22 runners.
- Willowfield Harriers won the Junior Team Boys & Girls trophies.

### NICSAC Belfast Marathon Team Relay Competition – 2 May 2011

This year NICS Athletics Club organised a marathon relay team competition as part of the Belfast City Marathon. The event was intended to add a bit of friendly competition for all the teams of civil / public servants taking part and to help promote the club to potential members. In total 7 teams from DOJ, DARD, DCAL, PRONI and AFBI entered the competition with the AFBI team – 'Marine Buoy's' winning the all male category with an impressive time of 2hrs 46mins and one of the DARD teams – 'Achilles Heels' taking the mixed category prize in an equally impressive

time of 3hrs 10mins. Unfortunately there were no entries in the all female category and this prize went unclaimed. The competition will return next year so look out for entry details appearing on the NICSSA website and [www.nics-ac.com](http://www.nics-ac.com) early next year.

### Greyabbey 10KM & 5 Km – 8 July 2011

The club also supported and assisted with the staging of the Greyabbey 10km and 5km Races which this year saw 123 competitors in the 10Km and 69 in the 5km. In its short two year history become a very popular and successful event. The event is organised by local charity 'Helping Alopecia Trust' and Ray Murray.

### Portaferry 10 Mile – 19 July 2011

Another major event for the club during the year was the Portaferry 10 Mile road race which also includes a 2 x 5 mile relay competition. It is organised jointly by NICSAC, East Down AC and the Portaferry Gala Committee. Sponsorship for the event is provided by Up & Running Belfast and Newry. It has become one of the best 10 mile races in the country and this year's event attracted 242 runners in the 10 mile race, and 29 relay teams with competitors coming from all over Northern Ireland and also from Dublin and Cork. The race was won by Stephen Scullion in a time of 51:28 and Breege

Connolly (Beechmount Harriers) was the first lady in a time of 59:41. NICSAC was well represented with David Burrows the first club member to finish in a time of 1:11:28, Arron Wright, Paul O'Hare and Helen Ryan also completed the 10 mile course. In the relay competition Ray Murray and his daughter Helen (East Down AC) crossed the finish line in 1:15:12 followed by Neil Corken and Adrienne DaCosta.

### Marathon Trip – Maratona D'Italia at Carpi – 9th October 2011

Fourteen club members and four supporters travelled to Modena in Italy in early October to take part in the Maratona D'Italia on 9th October and to enjoy some autumn sunshine, sightseeing and fine Italian cuisine. The event is the Enzo Ferrari Memorial Marathon and the race starts in the town of Maranello which is the home of the Ferrari museum.

Sunday morning started early for the five athletes taking part in the marathon and the six tackling the half marathon course with a brisk walk from the hotel in Modena to get to the bus pick up point at Parco Ferrari and on to Maranello – the starting point for both the Marathon and Half Marathon. From Maranello the course passed through Modena, which also was the finish point for the half marathon, and on to the marathon finish in the town of Carpi. The event organisation and course were excellent with flat



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fast stretches between towns and the weather was ideal with a blue sky and a pleasant temperatures. Some good performances were achieved in the marathon with Jim Breen having a good run with a time of 3.07 and also taking the 3rd place prize in his age category, Anne Adair had a great first sub four hour marathon coming home in 3.56. Gillian Hynes and James Graham also ran well and completed the marathon course.

The first member home in the half marathon was Mervyn Chambers in a time of 1.29 and he was followed by Arron Wright, Ray Murray, Neil Corken, Mags and Hayley Mathieson. Marathon day was rounded off nicely with the group enjoying free glasses of wine that were being handed out in the Piazza Grande in Modena and this was followed by an excellent meal.

Congratulations to all the NICS athletes who represented the club so well and can take pride in their performances. The supporters also played their part by providing encouragement along the course and capturing some of the race day atmosphere on camera. It was a very enjoyable trip and certainly one of the highlights of the club year. Details of the marathon trip for 2012 will be available on [www.nics-ac.com](http://www.nics-ac.com) early in 2012.

## Leaders in Running Fitness

Anne Adair and Mags Mathieson attended the Leaders in Running Fitness

course at Athletics NI in May. The course prepares participants as Leaders to provide a safe and enjoyable running experience for people over 18 years of age and of any level of ability, age, size and shape. The course focuses on the safe organisation of running activity and how to lead a group of inexperienced runners. The course covered the core skills of instruction and explanation, demonstration and risk assessment. Qualification as a Leader in Running Fitness provides leaders with insurance to lead a group within the limits of the course content.

## Other charity events supported/organized by the club this year

- Sonshine 10Km & 5Km  
11 June 2011
- Magic Mile at Stormont  
30 September 2011
- Stormont Santa Run  
17 December 2011

## NICS Athletics Club Awards 10M Trophy

The 10 Mile trophy this year was contested at Portaferry, Limavady, and Armagh and was won by Jim Breen in a time of 01:02:46 at Limavady. Second was David Burrows in a time of 01:11:28 in Portaferry.

## Half-Marathon

The Half Marathon trophy this year was

contested at Omagh, Lisburn, Ards and Waterside - and was won by Jim Breen in a time of 01:24:01 at Omagh. Second was Sean McIntyre in a time of 01:31:46 at Lisburn.

## 10k Event

The 10k event was contested at Jimmy's Ten, Greyabbey, the Bangor Classic and the Joe Seeley - and was won by Jim Breen in a time of 38:51 at the Joe Seeley. Second was Sean McIntyre in a time of 40:10 in Greyabbey.

## NICS Athletics Club Improvement Awards

Improvement Awards were introduced for 2011 and were awarded to Anne Adair and David Burrows for consistent improvement in their marathon times during the year.

## Other notable achievements by club members

Gillian Hynes had a personal best in the Belfast Marathon in a time of 04:23:50. Louise Quinn ran a personal best in the Londonderry half in a time of 1hr 51mins and also came first in her age category in the 'Semi-Skimmed Mooathon' (1/2 marathon) in Donegal with a time of 1:56 and has recently run the Liverpool Marathon. David Burrows ran a personal best in the Dublin Marathon in a time of 3:32:21.

## NICS Bowling Club

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The Club sadly lost one of the best-known members, Yvonne Ross during the year. Yvonne, who was a member of the club for 35 years, is sorely missed. Derek Forsythe, who was Vice President of the Private Greens League (PGL) has been elected President of the PGL for 2012 - a great honour for Derek and the club. Alan Montgomery, our last remaining International had his final season in 2011. Alan announced his retirement from the Irish team after ten years.

The club were grateful again to Paul McKeown of TR Logistics for their generous sponsorship for the next three years. As a result of this we were able to purchase new club shirts.

On the bowling green the club had a mixed year. The senior team had a difficult year particularly in games with the top teams, where they were unlucky not to share the points always missing out by a small number of shots. However the misery was compounded by the fact that we never performed to our best when we came up against the teams who we considered to be of a lesser or equal standard to ourselves. Off the field the league structure was changed from two senior leagues to three. As a consequence we have been placed in Division two.

The Midweek team, who were unbeaten in Division 2 in 2010 (only one draw) had a good first season in Division 1 finishing middle of the League.

We have two Veterans teams; our Number 1 Vets finished fourth, four points behind the runner up. The Number 2 Vets had a very successful year. With only one game remaining there were three teams in with a chance of winning the league. NICS had an extremely difficult away game to Downpatrick. With ten points available for an all rinks up win, NICS got full points. Unfortunately the other two teams also got points that put them two points ahead of NICS for a tie at the top.

In August we hosted and organised the UK Transplant Games Bowls event. Our President, George McBride MBE welcomed almost 40 competitors - men and women from England, Scotland, Wales and Ireland, who took part in a mixed singles event. We had a very good days bowling with a total of approximately 75 games being played. A small team of NICS Bowls club members was led by chief organiser David Hunter, assisted by Ian Leonard along with ladies and gentlemen acting as markers, umpires and tea makers. The UK Transplant Group organisers were very impressed by the professionalism of the NICS organisers, and more importantly the competitors and families were most appreciative of the effort made by all.

## NICS Cricket Club

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Cricket can look back on 2011 as a reasonably successful season. The 1st XI retained its place in the Premier League which in 2012 will be reduced from ten to eight teams, they also reached the Challenge Cup final. The 2nd XI won the Intermediate Cup, and challenged at the top of their League. The other four senior teams had satisfactory seasons, finishing in the top half of their respective leagues.

All six senior captains will continue in 2012, which holds much promise for the new season. Consistent junior development over the last few years is now beginning to result in younger players challenging for places at the top of the club.

At the NCU dinner this year Club Captain Nigel Jones won the All Rounder's prize, and Corin Goodall was awarded a prize for all his catches as wicket keeper.

A mid week XI took to the field in 2011, and although the ladies struggle to find fixtures, they still turn up for coaching and enjoy taking part when they can.

The juniors continue to thrive, and bring home the silverware. The Under 13's achieved the double this season, and the Under 11's won the NCU cup, the Ulster Cup and reached the final of the All Ireland Cup.

Thanks are due to all those who helped in organising six junior teams, whether as a team manager, coach, driver, or just

## NICS Football Club

keeping the score - it all adds up to an active and vibrant junior section.

Huge strides have been made in the development of the game at Stormont over recent years. The Chairman Peter McMorran, Club captain Nigel Jones, professional Marc Ellison and fellow coaches are consistently involved at all levels to promote and develop the club.

The playing surfaces improve year by year as groundsman Philip McCormick grows in stature and confidence as a groundsman.

Over the coming years the clubs will continue to work with NICSSA to enhance the facilities further, particularly the practice facilities.

This year has been the most productive year in the football clubs recent history.

It is true that we have struggled to attract and even hold on to players since our home pitch was used as part of the PlayBall facility. After numerous meetings, debates and discussions with the Irish Football Associations, any of the suggested locations within the clubs grounds / solutions to fencing and changing room access made by the Association on our behalf always fell agonisingly short of what was deemed the necessary standard. A standard that from its inception, has always been unclear and difficult to interpret.

The club has continued to field two teams in the Amateur league with the first team playing their home matches at Bloomfield FC ground at Huston Park, Orangefield. The second team continues to play its home matches at Stormont. Following on from the meetings with the IFA regarding the pitch requirements, the club and the Association have agreed to work together to develop a strategy for football at the complex which will look at developing football at all levels and for all age groups.

The club has been very successful with the formation of its junior club. The junior club, which meets on Tuesday evenings at 6pm until 7:30pm, has over fifty kids from eight to fourteen year olds. With the increase in the number of kids attending we need to recruit more coaches.

Tapping in to our ex-members database and approaching the parents we now

have eight fully qualified IFA junior coaches. The junior club has teams playing in the Castlereagh seven a side league and hopes are that next season we will be able to field an under fourteen side in a competitive league.



The Golf Club organised several major golf competitions during 2011.

## WORLD CORPORATE GOLF CHALLENGE FINAL

The NICSSA team of Tim Johnston, (DFP) and John McBurney (AccountNI) won the 2011 World Final of the World Corporate Golf Challenge, played at the Simola Golf & Country Estate, in Knysna, Eden District, South Africa between 3-8 May 2011. They had a score of 67 points beating a team from India, Unilever who finished second with 66 points. Third place went to FBC Bank, from Botswana, with 64 points.

All three first teams received their awards from the Ambassador of the World Corporate Golf Challenge, Tony Jacklin, winner of 28 professional tournaments including two Grand Slam events (British Open 1969 and US Open 1970) and four times Captain of the European Team in the Ryder Cup (1983, 1985, 1987 and 1989). Photographs and interviews with the two NICSSA world champions can be viewed at <http://www.worldcorporategolfchallenge.org/winners2011.php>

## NICSSA/CSSC HANDICAP COMPETITION (Convenor - Eamonn McCarron)

The Handicap Qualifier was played at Lurgan Golf Club on Monday 9th May 2011 with 88 players taking part. This was a drop of 22 from the previous year. The winner was Gerry McAlinden

(DSD) with a nett 64, followed by Keith Baker (DRD) with 69 and Joe Connor (DSD) with 70. The next three players who made the team for the National Finals held later in the year in England were Lorcan O'Kane (DOE) 70, Kevin McKeown (DSD) 71, and Terry McNeill (retired DHSS&PS) 71.

## SCRATCH CUP (Convenor – Tim Johnston)

Thirty four entries turned up at the Galgorm Castle Golf Club on 24th May 2011. The weather conditions were very favourable and the course was in great condition.

Geoff Stewart (DEL) – 158 (80,78), Conor McCaughey (DSD) – 158 (79,79), Ansley Stewart (DRD) – 179 (82,77) John McBurney (AccountNI) – 179 (79,80) Tim Johnston (DFP) – 162 (76,86) and Paul Watters (DSD) – 164 (84,80) were the main prize-winners.

## NICSSA OPEN – Rockmount Golf Club 20 June 2011 (Convenors - Kevin McKeown and Tim Johnston)

This was won by Eamonn McCarron (DSD) with 41 points, closely followed by Ansley Stewart, (DRD) Richard Parkinson (DRD) and Kevin McKeown (DSD). These four contested the NICSSA Matchplay Finals semis at Druids Glen Golf Club on 18-19th September 2011 with Kevin McKeown eventually emerging victorious.

## CSSC NATIONAL HANDICAP AND SCRATCH FINALS – Telford Golf Club 7-9 September 2011

The NICSSA Handicap team was made up of Gerry McAlinden (DSD), Keith Baker (DRD), Joe Connor (DSD), Lorcan O'Kane (DOE), Kevin McKeown (DSD) and Terry McNeill (retired DHSS&PS).

Geoff Stewart (DEL), Conor McCaughey (DSD), Ansley Stewart (DRD), John McBurney (AccountNI), Tim Johnston (DFP) and Paul Watters (DSD), competed in the Scratch Final.

Seventy eight players from all over the UK competed in the 2011 CSSC Scratch and Handicap Finals. Kevin McKeown was 3rd in the Handicap Individual competition with a score of 142 (69, 73). Terry McNeill was 8th with a score of 146 (75, 71).

Geoff Stewart won day one of the Scratch competition with a score of 76 (5th overall), this helped NICSSA to second place in the Scratch Team event alongside partner Conor McCaughey. Conor and John McBurney were 6th and 7th in the Scratch Competition with scores of 156 (78, 78) and 157 (79, 78) respectively.

## 2011 NICSSA - Qualifying Tournament - World Corporate Golf Challenge (Convenor - Lorcan O'Kane)

NICSSA Golf Club Committee organised

# NICS Hockey Club

a Qualifying Tournament at Moyola Park Golf Club on 20th September 2011 to select two teams to represent NICSSA Sport and Leisure and Northern Ireland at the Irish Final held at Lough Erne Golf Resort on 6th October 2011. The teams of Tim Johnston (DFP), and Dermot Love (DRD) and Paul Watters (DSD), and Gary McCandless (DFP), subsequently finished 5th and 6th respectively.

This was the first year of the Men's and Ladies Hockey teams playing as a unified Northern Ireland Civil Service Hockey Club. In last year's report, we flagged up the possibility that this year's report would include a report that promotion would be achieved by a number of teams. Our hopes were exceeded. On the Men's side;

- The 2nd XI were promoted to Junior 1, the top league in which they can play;
- The 4th XI did the 'double' winning Junior 5 and the Minor Cup beating Newry 4ths, the winner coming with 4 seconds to go;
- The 5th XI won Junior 6 with many young players in the team.

But pride of place goes to our Ladies 1sts who won Senior 2 with a winning run in late season finishing with a record of won 13, drawn 3, lost 2, conceding just 12 goals throughout the season – a tribute to the dedication and enthusiasm of everyone associated with the squad. In the new league, they have performed very well so far and still have an outside chance of going further.

Meanwhile the Men's 1st XI in their first year back in Ulster's Premier League consolidated their position and reached the quarter-finals of the Irish Senior Cup. They showed signs that they could improve on this performance, which has been realised in the current season having surpassed the previous year's points tally half way through the League programme. It is also pleasing that most

of the other Men's and Ladies teams challenged strongly for promotion from their Leagues.

Half way through the season, our first Chair, Barry McConkey who did so much to bring the merger into being, stepped down for family reasons. Rosie Campbell became Chair and John Deyermund her Deputy. As well as maintaining the established ways of club administration, we now have our own website, Facebook page and Twitter (@nics\_hockey).

Our Youth Training for both men's and ladies remains strong. Irene Carroll and Simon Black (with help from John Deyermund) continued to do sterling work. Both sections regularly attracted sixty – seventy children from eight to fourteen years olds and the club regularly receives enquiries from parents wishing to enrol their children. Although most of the children come from East Belfast, we also attract children from Hollywood, Comber, Newtownards and Bangor. In the competitive fixtures both the boys and girls surpassed expectations, beating a number of other clubs who on paper fielded much stronger sides and this has been recognised in nominations to development squads.

In August, the club organised its second Men's and Ladies Invitational Tournament over a weekend. This year we attracted participation from outside Ulster and the men's competition was expanded to six teams. The weekend

# NICS Rambling Club

was a great success and enhanced the image of Civil Service.

In the wider community, the Hockey Club contributes through Robert Johnston. Robert is a national and international umpire in high regard. As well as his international duties, he umpired the Kirk Cup final and took the whistle for the first senior international hockey match ever to be played at Stormont when Ireland's men played Canada last April. Others who have served in the last year are Dennis Miller with the IHA, Irene Black with Ulster Hockey, Marty Childs, Simon Black and Gary Posnett on the Management Committee of NICSSSC, Gareth Herron who is the NICSSA Pavilion Sports Representative and the Ulster Umpires Appointments Secretary, and Billy Gilmore the Men's Ulster Hockey Registration Secretary, and volunteers when Stormont hosts hockey finals and interprovincial.

Finally, the new PlayBall facilities have helped us to develop and attract new talent. With a fair wind added to the dedication of many, the future looks bright for the club.

2011 was another successful year for NICS Ramblers. The club has an enthusiastic membership and continues to offer a range of walks for all ages, abilities and interests from hill walks to summer evening 'danders'. Walks are held all year round.

The club's programme takes in many of Northern Ireland's favourite beauty spots including the Mourne, Causeway Coast and Sperrins Mountains.

The year began in the beautiful winter setting of the Mourne Mountains complete with snow-capped peaks and ended with a walk in Dundrum and Murlough in a more clement December.

Weekend rambles are always popular and in 2011 two were held. Once again in the January snow at the Mourne, and in Westport where members climbed Croagh Patrick while finding time to do a little cycling.

Highlights of the year included a visit to the Peak District in Nottinghamshire, the first national park on the British Isles. Ten members enjoyed a week walking in this fascinating and picturesque area noted not only for its beautiful dales and streams, but also as the cockpit of the Industrial Revolution. There was time during the week to see some of its industrial history and to visit a number of old mills.

In September a small group walked the Speyside Way in Scotland, a 90-mile route also known as the Whisky Trail.

A good time was had by all – and they even enjoyed the walking!

In October the Club enjoyed an eleven night four star walking holiday in the Turkish part of Cyprus. The hotel complex with three large swimming pools was a change from some of the smelly mountain huts many of us have endured in the past. Temperatures of 28°C made the occasional beer taste better and the local restaurants were memorable, despite the extensive walking we all put on weight. We enjoyed lovely walks every day, mostly in the tree shaded mountain range that runs along the perimeter of Cyprus and the ancient castles and monasteries, many perched on top of mountain pinnacles were dramatic and exciting.

An evening walk was held every week during the months of May to August, which were always popular with members.



## NICS Rugby Club

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In the 2010/11 season the 1st XV won five games in the league and were defeated in ten to achieve sixth place. Upon examination of the league tables their section, 3A, seemed stronger than 3B. Under the provisional league structure for 2011-12 produced by the Ulster Branch, it was proposed that the 1st XV would play in Qualifying League Section 4 in the following season. The appointment of former international player Stuart Porter as coach encouraged us to believe we could be in a position to challenge for the Qualifying 4 title next year due to a strong finish to the season. After a bright start where the 1sts should have beaten PSNI we went through a dip but rallied strongly in the last couple of months of the season. A highlight was a 12-0 win away at Rainey OB II in the Conference League. It is worth noting that Larne won the 3B Conference therefore the format can be regarded as moderately successful, but we were outclassed by Queens 2's. The very severe winter weather meant that games continued until Easter and the fixture on Easter Monday against Letterkenny saw a very good performance by our side against the eventual Qualifying League 3A winners.

The 2nds won 6 league games (a 100% increase on 2009/10), lost 12 and drew 1 in finishing 7th in Minor League East 2. It is gratifying that the team, resplendent in its new red jerseys, showed an improvement in performances overall, which was mainly due to increasing

availability of players and it is hoped this can be maintained and built upon.

Overall Civil Service rugby had an enjoyable and successful season. Mini rugby at Stormont has continued to go from strength to strength, and has supported the recruitment of younger players to the club.

On a sadder note Don Owens a long and distinguished member of NICSSA and the Rugby Club, Chair of Selectors and a Past President of the rugby club passed away during the 2010/11 season. Don who was a constant source of encouragement to younger players made a significant contribution to the work of the Association and Rugby Club over many years.

## NICS Table Tennis Club

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Christmas marked the mid point in the Belfast & District league fixtures. Civil Service added another team to the league and are now represented by six teams. In Division 2 the club has three teams, the well established A and B teams and the newly promoted C team. The A and B teams continue to be very competitive and are likely to finish mid table. The C team is struggling at the bottom of the league which is an indication of the huge jump in standard from Division 3, which Civil Service won last year undefeated.

In Division 3 we have two teams. The A team which at mid season is lying third in the league with the B team, surprisingly, near the bottom of the league, although a big improvement is expected from the B team in the second half of the year.

The big surprise is our 4th Division side, who last year finished 2nd from last. At this season's half way they are unbeaten, without even a drawn match, and sit comfortably top of league 4. The Club is very hopeful that the Division 4 trophy will come to Civil Service.

Club membership has increased for the second year which required us to extend Club nights to a third night so we now play Tuesday, Wednesday and Thursday evenings.

## NICS Lawn Tennis Club

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The Club's teams fared well in their respective divisions of the Belfast & District League and were commended by several visiting teams for their hospitality and sportsmanship.

Our internal club competition also proved enjoyable event which culminated in a well attended dinner and awards night at the Pavilion. The Club night is on Thursdays and the introduction of the team training night has proved popular with members.

The Junior Tennis coaching has seen great improvement in the skills of many of the juniors. The Club recognises that a vital component in the future success of any club is the availability of opportunities for player development. This year, in our continuing Coaches Development Plan, coaches from the Club attended PTRuk and Coach Academy refresher courses held on the Club's premises.

The Club's website [www.civilservicetennis.com](http://www.civilservicetennis.com) is continuing to prove popular in terms of keeping members up to date with events and promoting/advertising the club and has been a welcome 'green' communication measure. The Club obviously has to look to the future in benchmarking its facilities against those offered by other local Clubs. With this in mind, the Club regards the extension of floodlighting to all four courts as an essential way forward. In this context the club will continue to work with NICSSA regarding the extension of floodlighting to all four courts and the development of a new clubhouse.

## Volleyball Club

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Civil Service Volleyball club continued to develop in 2011 with the introduction of a youth programme at their home venue, Methodist College Belfast. Over the year the club with assistance from local youth organisations and schools, (BB, Campbell College, Aquinas Grammar and Methodist College) ran numerous mini volleyball sessions in a bid to establish a sustainable flow of talent into the club.

The senior section of the club continues to impress with successful results achieved in the 2011 season. The men's team successes included runner up in Northern Ireland Volleyball Division 1 and runner up in the National Civil Service Volleyball Championships held in Loughborough University in September 2011.

Further success was achieved at the National Civil Service volleyball Championships by our mixed first team, again finishing runner up.

But top honours must go to the NICS Ladies who on their tenth attempt won the Ladies National title in Loughborough, overcoming a strong DSRA team by two sets to nil in the final.

The final tournament of the player's year was held at Bangor Leisure Centre. This tournament was organised in memory of CS player and club secretary Peter Michna, who tragically passed away in November 2009 at the age of 24. The CS Volleyball team fielded two strong teams in the tournament; with players

past and present attending showing the high regard which Peter was held. All NICS players showed a high level of play throughout the competition with the teams finishing 1st and 3rd overall.

# Appendix 2

## Competitions & Events Reports



## FAMILY FUN DAY

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On Saturday 13th August 2011, around 200 NICSSA members and their families descended on the Share Centre, Lisnaskea for a fantastic day of activities organised by NICSSA and the Share Centre staff. Participants took part in two morning and two afternoon activities. The day began with everyone gathering in the main hall for registration and for tea / coffee and scones before embarking on the morning activities.

For once at the Family Fun Day, the weather seemed to be on our side as the sun filled the sky above Lough Erne. However, many of the attendees were still ready to get wet, as a large number immediately made their way along the marina to the water activities. Members took to the water on banana boats, canoes and speed boats. Eager participants waited patiently at the side of dock for their turn to get a 'soaking'. The children were really excited about getting a high speed ride across the Lough and around the neighbouring islands. The banana skiers were not impressed if they didn't end up in the water, which played right into the hands of the instructors, who took great pleasure in dumping their passengers into the water!

Meanwhile, back on dry land, many of the younger children along with their parents, were trying their hands at activities such as balloon modelling, modroc and t-shirt printing. In the next room the climbing walls were lined with participants, eager to get to the top of the walls and abseil back to the ground.

An enjoyable day was had by all in attendance. An excellent lunch of sandwiches, fruits and drinks were provided by the Share Centre following the morning activities and a barbeque of chicken, pork, salads and burgers were ready for everyone in the evening before the trek home!

## M&D'S THEME PARK

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For the fifth consecutive year, NICSSA organised the family trip to M&D's Theme Park in Glasgow in May and once again it was one of the highlights of the year, with around 100 people making the trip across to Scotland. All members experienced every twist and turn that the exciting rides offered, and great enjoyment was had by everyone. The cost of £20 per member included travel across with Stena Line, a dedicated coach transfer to and from the park and an unlimited ride wristband to use for the duration of the day. The event continues to grow year on year and it is anticipated that 2012 will be no different, as it is a great day out that can be enjoyed by all the family.

## XSCAPE TO BRAEHEAD

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Snozone is an indoor ski centre situated outside Glasgow and members and their families has the opportunity to take skiing and snowboarding lessons. The more experienced had the opportunity to ski or snowboard recreationally without the supervision of the instructors. Fifty NICSSA members and their families made the trip for a

day of indoor skiing and snowboarding at the beginning of April. The price of £25 per member included return Stena Line transfer, a dedicated coach transfer, ski passes for lessons or recreational activities, as well as skis or snowboards as required. Members also had the opportunity to hire warm clothing such as boots, jackets and hats for the day at the centre. The event has been included on the event calendar for 2012 and we anticipate numbers will increase. The venue is unique and it presents a great opportunity for a group of friends or families to enjoy a great day out.

## CHRISTMAS PANTOMIMES

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Over the Christmas period NICSSA offered members the opportunity to attend a number of Christmas pantomimes at a reduced rate. The Belfast Waterfront, attracted over 250 NICSSA members and their families who enjoyed an excellent production of Aladdin. For 50 members in the south west, the Ardhoven Theatre in Enniskillen put on a great display of Sleeping Beauty. 50 Members in the North region enjoyed the Millennium Forum production of Cinderella and at the Riverside Theatre in Coleraine, 30 members and their families enjoyed Hansel & Gretel. In total, 380 members and their families attended Christmas Pantomimes with NICSSA.

## AYR RACES, SCOTLAND

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On Saturday 17th September 2011, 25 NICSSA members attended the Scottish Gold Cup at Ayr Races. NICSSA offered its members a package for £35 which included travel from Belfast to Ayr Racecourse, entry to the racecourse and a complimentary race card. The sheer spectacle and colour of seeing racehorses and jockeys close up, the hustling activity that surrounds the betting, the lively excitement of the race itself, the sociability of a day out in the open air with family, friends and business associates, the opportunity yourself to win yourself a few pounds – you couldn't beat being there!

## MUSICALS

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An important part of the 2011 events calendar was the musicals at the Grand Opera House and The Millennium Forum. The musicals have proved to be popular with members which saw 180 members enjoying a range of shows which include, Chess, Sound of Music, West Side Story, Footloose & Joseph and the Amazing Technicolor Dreamcoat.

## NIGHT AT THE RACES

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Two nights at the races were organised as part of the 2011 events calendar for members, with one being part of the Celtic Games programme. These nights for members were held at Drumbo Park Greyhound Stadium in Lisburn on Thursday 22nd June 2011 and Thursday 3rd November 2011. NICSSA members enjoyed a night of racing at the track for a special members' price of £20. The price included admission to the stadium, a race card for the night and a four course meal of starter, main course, dessert and tea / coffee. A number of members enjoyed a run of victories on the night, delighted when their dog crossed the line first. A total of 214 members enjoyed the night at the races and we hope that this can be built on in 2012 and that the event will continue to improve year on year.



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