



# Annual Report & Statement of Accounts 2012



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# COUNCIL MEMBERS

President	Dr Malcolm McKibbin
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Chairman	David Ferguson
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Vice-Chair	Gerry Cosgrave
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Honorary Treasurer	Michael Carson
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Chief Executive	Gerry Kelly
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Affiliated club representatives	Carol Warke Kitty Brown John Mulgrave Peter Close Paul McCauley Val Russell
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Elected representatives	Bertie Ellison Lynda Sloan Ward McConkey Ray Murray Greg McCleary Colin McWhirter
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Social Club representative	Chris Heatley
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Pavilion based sports club representative	Gareth Herron
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# PRESIDENT'S FOREWORD

I am delighted to be associated with this report which I'm sure that you will agree reflects the tremendous progress that the Association has made in 2012 in further developing its activities, facilities and services for members, the NICS and indeed the wider community.

As President of NICSSA I was delighted to be associated with a number of events during 2012, most notably the international cricket event between Ireland and Australia which was held at Stormont in June 2012.



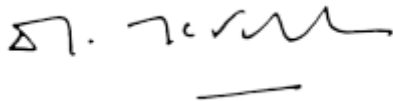
This event gave me first hand evidence of the Association's commitment to the development of sport within NI and in showcasing the excellent facilities within the Stormont Estate to a wider local and international audience.

I was also delighted to be involved with the launch of the new NICS Health and Well Being Programme under the WELL brand which the Association is taking forward on behalf of the NICS. I have no doubt that this programme along with all the activities and services NICSSA provides to the NICS, will make an important and valuable contribution to the quality of life of staff.

I would also like to take this opportunity to recognise the very important contribution that the Association makes to facilitating wider community initiatives, particularly the very successful Street Striker initiative which was run in partnership with the PSNI, local community groups and Swansea City FC. This event along with the many activities and charitable events that the

Association facilitates at the Pavilion complex, clearly demonstrate a commitment to supporting local and wider community initiatives.

Finally, I would like to thank all involved with the work of the Association, including the Council, volunteers, members and staff – your enthusiasm and commitment to the work of the Association is very much appreciated.

A handwritten signature in black ink, appearing to read 'Dr. McKibbin', with a horizontal line underneath.

Dr Malcolm McKibbin

President

# CHAIRMAN'S INTRODUCTION

I am delighted to introduce you to the Association's annual report and financial statements for 2012. It has been a particularly successful year for the organisation and its members, with a significant number of notable achievements.

We developed and delivered a comprehensive programme of activities for members across Northern Ireland, combining well established events such as pantomimes in Enniskillen, Coleraine and Londonderry, a family fun day in Lisnaskea, and the Celtic Games in Wales, with new events including a learn to surf day in Portrush.



We further developed the Membership Plus scheme with the addition of healthcare and legal services and a significant increase in the number of offers available to members through the directory and website. We hope to further enhance the scheme in 2013 with the introduction of a Membership Plus app.

We continued to make a significant contribution to the local and wider community through our outreach programme by hosting several high profile events at the Pavilion. They included the Street Striker project in conjunction with Swansea City Football Club, schools hockey matches, midnight soccer leagues in partnership with the PSNI, and numerous charitable events and activities which raised in excess of £1m. On the international stage we hosted a one day cricket match between Ireland and Australia.

In the health and well being arena we delivered a record number of courses during the year to the Northern Ireland Civil Service and to a number of other public, private and voluntary

sector organisations. In partnership with the NICS's Occupational Health Service we also helped launch WELL, the new NICS health and wellbeing programme. The response from NICS staff was very encouraging - in the first three months the WELL website has had 10,000 visits.

On the operational front, we finalised and signed a new, revised and updated memorandum of understanding with DFP which sets out the basis on which we operate on the Stormont Estate and deliver our services to the NICS. In the financial area, despite the economic downturn and very difficult trading conditions, we increased our turnover by £94k and achieved a profit of £28k.

The past year, 2012 has been a remarkable success by any standards. Of course, this does not happen by chance. It takes a lot of hard work on the part of a great number of people, particularly our volunteers within the clubs who give freely of their time to develop opportunities for members and to get involved in the Association's activities.

I would like to extend my wholehearted thanks to all those who have promoted the Association's activities over the year – from Council members and the Executive Board to the affiliated clubs committees, the large army of volunteers and last but not least our dedicated and very able staff. Their endeavour and personal commitment are greatly appreciated.

A handwritten signature in black ink, reading 'David Ferguson'. The signature is fluid and cursive, with the first name 'David' and last name 'Ferguson' clearly legible.

David Ferguson

Chairman



# ORGANISATION & FUNCTIONS

## Our Functions

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 through WELL 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**

This report provides a summary of the main activities and events of the Association in 2012. A more comprehensive report on each of the affiliated sports club's activities together with the events and competitions is included in the appendices to this report.

The year was marked by a number of notable achievements both on and off the field of play.

## **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 activity in 2012.

The membership plus scheme was greatly enhanced with the addition of a number of new service providers in the form of legal services, healthcare and insurance products. This was complemented by a significant increase in the number of offers within the membership directory and through the membership plus website bringing to 1200 the number of offers available to members through the scheme. Evidence of the success of the scheme was clearly demonstrated through the increase in Membership Plus website registrations which was recorded at over 5000 representing just fewer than 50% of the NICSSA membership.

Further evidence of the success and popularity of the scheme was demonstrated through the 2012 membership survey which showed high levels of satisfaction from those members who had used the scheme. This was clearly reflected in an increase in the uptake and interest in the membership ticketing scheme which provides members with an opportunity to avail of tickets for major sporting and leisure events and a significant increase in overall uptake in the scheme in 2012 which recorded a very high number of redemptions through sports shops, restaurants and cinemas.



## Affiliated Clubs



As in previous years affiliated clubs and their members participated in a diverse range of events and activities ranging from the traditional competitions to the less energetic days out. Overall 2012 saw a significant increase in the activities of affiliated club members. The year saw a change in club activities which seen more focus on the provision of health and wellbeing activities for members. The year was also notable for greater club involvement in events and competitions organised by NICSSA which resulted in an increase in participation by members in several events. Throughout the year affiliated clubs also continued to contribute to the work of a number of local and UK based charities through a series of fundraising initiatives.

Mindful of the changing lifestyle preferences of our membership base we developed a number of new opportunities for members and clubs to get involved in activities.

We provided over £110k to our geographically based affiliated clubs to assist with subsidising member's involvement in sport and recreational activity. These included the introduction of several new activities at the family fun day, a surfing day at Portrush and the development of two new clubs for karate and cycling club. With this financial support several clubs continued to further develop their activities for members – for example, the NIEA Club, used their club grant to help fund a trip to Scotland to complete the Munro challenge for Water Aid and NICSSA's charity of the year AGE NI. The outcome of this venture was that they completed the challenge and in the process raised £3k for the two charities. Other clubs used their funding to subsidise leisure centre activities and days out.

# PlayBall

The PlayBall facility continued to go from strength to strength in 2012 with increased bookings from groups, sports clubs, community groups, schools and governing bodies of sport.



The staff at PlayBall are committed to increasing participation in sports amongst under-represented groups and delivered numerous initiatives in 2012 aimed at increasing the number of females, ethnic minorities, people with disabilities and over 50's playing sport.

The Cheetahs Special Olympics Football Club continues to take place on Monday evenings and provides young people with intellectual disabilities the opportunity to train and compete in football. PlayBall has also formed a new and exciting partnership with Whizz-kidz, a local charity who support local young wheelchair users and have been supporting them through the provision of inclusive sports coaching.

The Cheetahs Holiday Camps, which provide sporting opportunities for children over the school holidays, had its busiest year since the opening of PlayBall. The camp, which was awarded the prestigious London 2012 Inspire Mark, was officially invited to welcome Olympic Torch relay to Parliament, a once in a lifetime opportunity!

Staff at PlayBall are represented on the new Belfast United forum, a group established to place Belfast as one of the leading cities in Europe with regards to football, community engagement and social inclusion. Other groups involved include the PSNI, North Belfast Play Forum, Belfast Community Sports Development Network, the Irish FA and World United. As a result of this, a very successful good relations fixture between the World United XI and a number of MLAs took place at PlayBall in May 2012.





The PlayBall Street Striker project which kicked off in 2012 uses football as a means to promote positive community relations. The project which targeted young people (14-17) from areas of socio-economic disadvantage across East Belfast, gave participants the opportunity to take part in street football challenges, with the winner travelling to Swansea City FC for a week long trial with the club. The project was endorsed by the then Swansea City manager Brendan Rodgers and was supported by various groups including the PSNI, Sport NI, Swansea City FC and the Irish FA Community Relations department.





Other events at the complex included the annual Children in Need Family Fun Day, with staff at PlayBall organising the 'Sports Zone', which continues to grow year on year and sees groups such as Ulster Rugby, Ulster GAA and Peace Players International deliver taster sports sessions throughout the day. The annual PlayBall Festival of Football attracted seven schools and twenty grassroots teams at the start of the year.

We hope to build on the success of 2012 and make 2013 an even better year!

## **Activ Health Club 2012**

2012 started with the January and February promotions aimed at both new club members and those wanting to take part in our extensive range of classes. For the new members, they were given the chance to save up to an amazing £165 when they signed up for the 12 months for the price of 9 annual offer. Existing members had the chance to "bring a buddy" along to the gym or try out a class free of charge.



With the new timetable, concentrating on the more popular classes the club achieved record attendance figures, with more than 11,100 members taking part in all classes - Cherie's bodyburn, Jacquie's Zumba and the Spin classes were still the most popular, showing high attendance all year.

In March, Activ had a facelift, with a gym refurbishment in which the layout, colour scheme and feel of the gym totally changed, with a repaint and new carpets throughout the ground floor. We also added some new bikes and treadmills to the floor, giving us a whole new look and feel.

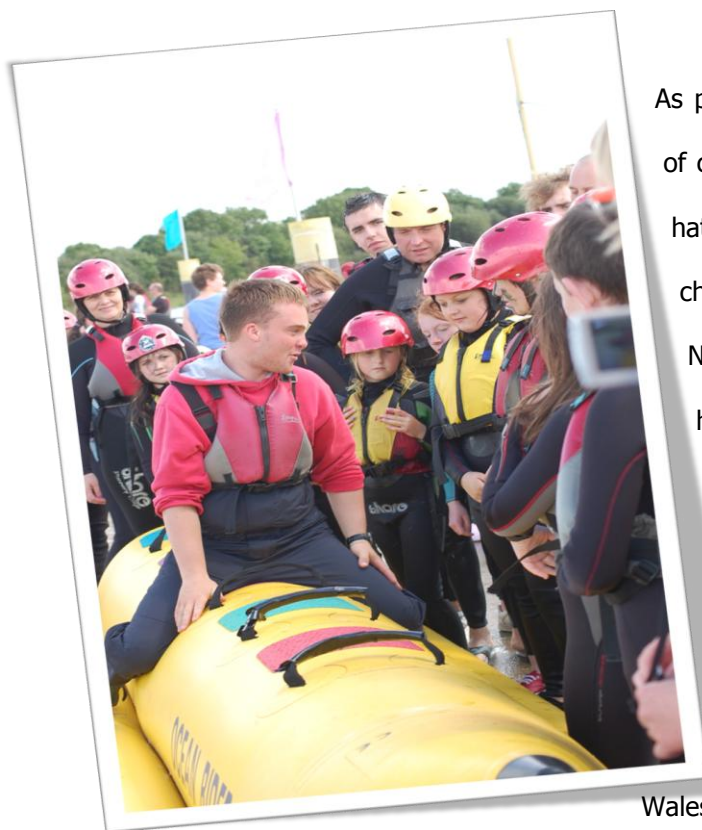
May brought Belfast City Marathon time around once more and two very eager teams, raising money for our NICSSA charity, Age NI, Marie Curie and Epilepsy UK. June brought our popular and successful Activ Step 8 week membership promotion, giving prospective members almost 2 months summer membership for as little as just £30. Again, bringing over 130 new members to Activ, with lots deciding to stay with the Activ family after the promotion ended.

2012 was another great year for Joanne and Lesley Anne, our Activ Health & Beauty team, which saw our Beauty room also receive a much needed facelift. It had a full repaint and brand new floors.

We continued our partnership with Under Armour clothing and sports gear, allowing the members massive discounts on their great range of clothing. The top performers in our Christmas Chase the Turkey Challenge all received an amazing 50% discount on as much Under Armour as they could get their hands on.

With new monthly promotions ready to roll out in January for the first time, 2013 is going to be a very busy year with lots more planned for Activ. We will have lots of new classes arriving, new plasma screen Televisions for the fitness suite and changing rooms and much more. As well as over 1000 offers now available in the membership plus directory, the overall membership package, along with our knowledgeable and friendly staff, Activ is definitely more than just a Health Club.

# Events & Competitions



As part of NICSSA's fundraising effort a number of clubs and members embarked on the wear a hat day initiative for Age NI. As part of the challenge members and staff from across the NICS were asked to wear a hat to work to help raise awareness and funds for Age NI.

The 2012 Celtic Games had its best attendance in several years, with 140 participants from Scotland, Wales, Northern Ireland and Republic of Ireland taking part in a variety of sports in Bangor University

Wales. Participants from each region competed in

a range of sports over the two days, which included: Golf, 5km Run, Volleyball, 9-a-side Football, Netball, Badminton, Frisbee, Dry Triathlon, Giant Sports, and Squash. The event was won by Wales with NI finishing in 3<sup>rd</sup> place.

2012 saw the introduction of a new event learn to surf in Portrush. The event offered members and their families an opportunity for surf lessons. The surf school is one of the leading schools in Ireland offering surf lessons and surf courses for all levels of surfer. Whether you are a complete beginner surfer or more experienced and looking for extra surf coaching the event offered a range of opportunities for members. The school is located at the new North Coast Watersports Centre based at East Strand in Portrush, on the beautiful Causeway Coast in County Antrim. Fifty five NICSSA members representing seven clubs from Causeway, Ballymena County Hall, NIEA Lisburn & Belfast, Waterside House, Great Northern Tower and McAuley House, Belfast took part in the event which lasted six hours. The local Causeway Sports Club covering the Coleraine Area hosted a BBQ to round off what was a very enjoyable day.

# Health Promotion

## NICS WELL

NICSSA were part of the project to develop and subsequently manage a new NICS Wellbeing Programme for the NICS under the brand of WELL. After two years of extensive research, consultation and preparation the

new NICS WELL programme, which is headed up by Prof Ken Addley OHS, was officially launched by Dr Malcolm McKibbin (Head of NICS) in April 2012 at NICS Live event. The new programme brings together all the health promotion initiatives within the NICS under the new WELL brand.



This unique workplace health promotion programme has been designed by staff for staff with the main aim providing staff with the opportunity to get advice and support on a wide variety of issues covering physical, mental and financial health. This is provided through four key channels:-

- A bespoke interactive website providing a variety of personal health checks, advice and signposting. The website is available to access from home and the workplace.
- A network of WELL Champions who operate within the workplace to motivate staff to get involved in health and wellbeing initiatives.
- The provision of a wide range of training opportunities to improve awareness on health and wellbeing.
- A dedicated WELL support team





The website was officially launched in September 2012 and by the year end had managed to attract 10,000 visitors, a tremendous success story in itself. More than 55 personal stories were published on the site reporting on a number of staff and their personal and inspiring health challenges.

A total of 80 Champions have been trained to date to provide a clear two-way channel of communication between the WELL support team and staff located throughout the country. These Champions are already providing this service to over 10,000 NICS staff.

In line with the WELL programme objectives to consolidate all health and wellbeing initiatives under the WELL brand, the WELL team provided more than 70 training courses/health checks to NICS staff in a number of department and agencies. DARD used the WELL Support team to develop and deliver health promotion training specifically for their industrial workers in the Forestry Service and feedback was so positive that they are currently planning to roll this out to their industrial workers in the Rivers Agency in the new year.

A new optician's service to carry out eye checks in the workplace was also delivered to DARD staff. Again extremely positive feedback from all staff who availed of the service which was brought to their workplaces in Omagh, Enniskillen, Londonderry and Belfast.

# Health Works

NICSSA maintained its workplace health promotion business outside the NICS under the Health Works banner. A total of 15 courses were delivered to clients including:



- Waterways Ireland – new course developed specifically for their senior managers – Introducing Healthy Change;
- Coca Cola (to their Marketing and Sales teams based in Dublin and their plant workers and administration staff based in Knockmore, Lisburn;
- NIE – a programme targeting their new apprentice electricians; and
- Schrader Electronics – dealing with the challenges of shift workers on health.

The NI Assembly joined the list of new clients to use Health works deal with the impact of stress on staff and we are currently negotiating with the newly formed Belfast Health Partnership – Active Belfast to work with specific community groups on related health matters.

After an exceptionally busy and satisfying year we look forward to 2013 to continue developing our health promotion training programmes, our client base and helping more people throughout the country make positive lifestyle changes.





# Annual Awards

## The Chairman's Reception and Awards



The annual reception and awards evening was held on Thursday 8<sup>th</sup> March 2012 with over 110 guests representing the network of affiliated clubs and the wider NICS. The awards presented on the night were part of the new recognition scheme for members and volunteers of NICSSA. The awards and recipients were as follows; Sports Person of the Year (The Bloomfield Trophy) was awarded to Gareth Grundie from the NICS Hockey Club, Club Person of the Year (The Bloomfield Award) went to Carol Majury from the NIEA Sport & Recreation Club. The Bloomfield Trophy awards which recognise individual contribution to the work of the Association and Sporting Excellence were presented by Sir Kenneth & Lady Bloomfield. The Volunteer of the Year (President's Award) was presented by Derek Baker, DFP to Margaret Cassells from Marlborough House Sports Club. The Sports Development Award (The Chairman's Award) was presented by David Ferguson and the winners on the night were the NICS Rugby Club for their work in developing grassroots rugby. The Team of the Year (The Cliff Radcliffe Cup) was presented to the NICS Ladies Volleyball Team and they received the cup from Cliff Radcliffe on the night in recognition of their achievements throughout 2011.



The final award of the night was for Club of the Year (Leslie Sloan Memorial Cup) which was presented by Lynda Sloan to the Causeway Sports & Leisure Club for their endeavours and enthusiasm to the work with members of the Association in 2011. The UK Civil Service Champion award was presented by NICSSA CEO, Gerry Kelly to the Singles Dart Champion, Damien Montgomery. Once the awards were completed guests were entertained by singer Martin John.



# Business Plan Performance

I am delighted to present this report on the performance against the priorities which are set out in the 2012 business plan.

A summary of the key priorities and outcomes achieved in the year are set out on pages 30 to 39.

The plan which is in a balanced scorecard format sets out key targets under four headings- servicing our customers and stakeholders, managing our money, improving our processes and developing our people.

The vast majority of what we set out to do in the year was achieved.



## **Under servicing our members and stakeholders we;**

- increased participation in events and activities through the development and delivery of additional events and new marketing and awareness initiatives;
- enhanced the membership plus scheme with the addition of two new services and 500 new offers;
- increased by 180 the number of members within the affiliated sports clubs;
- developed a new working partnership in NICS Occupational Health in the delivery of the WELL programme for the NICS;
- completed a stakeholder analysis to clearly identify key stakeholders and their specific interest in the business of NICSSA;
- formalised our working relationship with DFP which is now articulated in a Memorandum of Understanding (MOU) between both organisations;
- enhanced our outreach strategy and achieved an increase in users of our facilities by the local community to over 155,000 in the year.

**Under developing our people we;**

- provided 14 staff with personal development training in the areas of accounting, health and safety, business management, child protection and NLP. This was in addition to attendance by staff at a number of relevant conferences and exhibitions covering areas of health and well being and employment law; and
- provided seminars to all staff and members on the Association's strategic and business plans and future business development proposals.

**In relation to our processes we;**

- introduced new management information systems relating to ensure the efficient operation of heat, light and power at The Pavilion, Stormont;
- introduced new health and safety procedures to improve safety for customers and staff who use the Pavilion Complex; and
- developed and implemented a communication and PR plan and associated processes to support more efficient and effective engagement with key stakeholders and members.

**In relation to managing our money we;**

- delivered 80% of our services within the agreed budget and
- increased by 8% the turnover of the organisation and achieved a profit in excess of 28K.

Turning to the year ahead our focus will be on continuing to develop our services for members and we will take account of the feedback from the member's survey on the most appropriate way to develop and deliver our services and activities in the future.



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 30 and 31.

## **(a) NICSSA Financial Highlights 2012**

- £28,177 – Surplus;
- £623,005– Total Reserves at 31st December 2012;
- £1,392,128 – Income;
- £1,363,951 – Expenditure.

## **(b) Audit Opinion**

Rafferty and Tohill, Chartered Accountants, have confirmed that the accounts give a true and fair view of the Association's affairs for the year ended 31st December 2012 and that the accounts have been compiled in compliance with the Industrial and Provident Societies Act (NI) 1969.

## **(c) Balance Sheet**

- Fixed assets (net book value after depreciation) – the value of our 'outdoor services & equipment' has decreased to £1,591,621 mainly as a result of the depreciation of the new PlayBall facilities.
- Debtors Control Account – There was a reduction of £3,769 with a lower value of outstanding debtors at end of year which in turn in improved cashflow.
- Cash at bank – The bank account balance shown in the accounts at 31/12/12, is £52,167 which compares favourably with the £22,677 overdraft recorded at 31 December 2011.
- Prepayments & accrued income – there was a reduction in prepayments to £17,098 which was largely due to the absence of an outstanding insurance claim which was included in last year's balance sheet.
- Creditors Control Account - The £84,631 largely reflects normal creditors control position for the services provided at year end. For example the most notable balances include costs of £24k associated with Membership Plus and heat, light and power costs of £14k.
- Other creditors and accruals– there was a reduction to £29,207, largely as a result of payments made promptly in year to clear outstanding balances.
- Loans payable after one year – these have decreased by £127,405 to £1,034,367 which reflects a decrease in the value of our Bank of Ireland and First Trust Loans. All principal repayments are being made on schedule.
- Deferred income – the deferred income balance has decreased overall by £116,083 to £1,187,667. Deferred income is a technical accounting adjustment. The movement reflects the release of the earlier capital grants and contributions over their accounting

lives (for the of Phase I Pavilion Redevelopment and PlayBall assets). The amortisation is credited to income in the Income & Expenditure account.

- Total Reserves – total reserves have increased to £623,005.

#### **(d) Incoming Resources**

Despite the complete withdrawal of government grant (£57k in 2011) total income for 2012 was £1,392,128, an increase of around 8% on the 2011 figure. This increase reflects additional income from the PlayBall facility (£16,771) and a significant increase in Health Works income of £154,060.

- Government Grant –The reduction in grant reflects the decision of DFP to completely withdrawn in 2012.
- Subscriptions – Subscriptions decreased by £23K due to a number of factors as set out below.
  1. Issues with HR Connect whereby members ceased paying subscriptions without the knowledge of NICSSA (17k);
  2. Restructuring of membership categories which resulted in a drop in income for some membership categories (£5.2k);
  3. Reduction in CSSC membership income as a result of a change in the payment arrangements by CSSC (£3k); and
  4. Reduction in income from NI Prison Service membership (£3k).
- Health Works – This income increased by £154,060 to £339,647 in 2012. This increase reflects an increase in the number of courses delivered in the year and a grant contribution from DFP towards the management of the new WELL Programme.
- Facilities charges – this is made up of hire of pitches and income from third party users of the Pavilion. It decreased by £1,503 to £52,810 due to a reduction in income from pitch hire following the opening of Playball.
- Deferred Income (capital grants amortised) – This £117,884 represents the gradual release of grants/contributions already received in previous years for the Pavilion Redevelopment (Phase 1) and new Playball facility (Phase 2). This is a technical accounting entry matched by a deferred creditor.
- Membership Plus & marketing contributions – 2012 has seen an increase of £9,159 to £30,748 in income from sales advertising in the membership plus directory.
- Other income – Other income has increased by £4,883 to £17,729 due to commission from membership plus insurance and advertising revenue.

### **(e) Resources Expended**

Total expenditure for 2012 was £1,363,951 up by £110,470 on 2011. There were increases in staff costs, Health Works, grants to clubs and Pavilion running costs. These were offset by decreases in business support costs, Activ Health Club and PlayBall costs.

- Health Works – Expenditure rose by £80,124 to £117,277 as a result of the development and management costs of the new WELL website (which is covered by associated income) and the cost of delivering additional Health Works courses.
- Business Support Costs – Decreased by £7,229 reflecting the drop in bank fees, travel expenses and computer expenses.
- Pavilion Complex expenses – These rose by £9,698 to £126,897 showing the impact of higher energy costs and the new carbon tax.
- Loan Interest– Interest costs dropped by £3,741 to £33,477 reflecting a reduction in total loan liabilities.

### **(f) Conclusion**

Despite the withdrawal of DFP grant and the reduction of subscription income, NICSSA made a surplus of £28,177 in 2012 which helped increase total reserves to £623,005. The overall financial position continues to provide a sound basis for promoting the existing activities of NICSSA, developing new ones and supporting members generally. It will also assist NICSSA achieve the objectives detailed in the business plan. The continued success of PlayBall and Health Works, and the anticipated growing income to be received from third parties for participation in the NICSSA Membership Plus scheme should provide a helpful source of funds to support services to our members in 2013.

In the current uncertain economic climate, the new sources of income also provide the Association with an opportunity to build up a necessary cash reserve to meet unexpected financial challenges which could present themselves.

I would like to thank the NICSSA Office and Council Members for their continuing support to me throughout 2012.

Michael Carson CPFA  
Honorary Treasurer



	2012 (£)		2011 (£)
INCOME			
<b>Government Grants</b>	-		57,150
<b>Health Works (including WELL grant)</b>	339,647		185,587
<b>Subscriptions</b>	507,049		530,570
<b>PlayBall (pitch hire, summer scheme, grants, advertising)</b>	242,417		225,646
<b>Activ Gym (subscriptions, classes, etc.)</b>	83,844		92,577
<b>Facilities Charges</b>	52,810		54,313
<b>Deferred Income (capital grants amortised)</b>	117,884		117,790
<b>Membership Plus and Marketing Contributions</b>	30,748		21,589
<b>Interest on deposits</b>	-		-
<b>Other income</b>	17,729		12,846
TOTAL INCOME	<b>1,392,128</b>		<b>1,298,068</b>
EXPENDITURE			
<b>Staff Costs</b>	527,462		502,199
<b>Health Works</b>	117,277		37,153
<b>PlayBall</b>	7,846		14,311
<b>Activ Gym</b>	15,150		20,864
<b>Business Support Costs</b>	99,578		106,807
<b>Pavilion Complex expenses</b>	126,897		117,199
<b>Grants to clubs</b>	109,398		98,944
<b>Membership Benefits</b>	30,118		28,218
<b>Competitions - Civil Service Sports Council</b>	5,282		8,304
<b>- NICS Sports Association</b>	3,919		4,962
<b>- Regional Activities</b>	10,994		6,434
<b>Depreciation</b>	276,553		270,868
<b>Loan Interest</b>	34,477		37,218
TOTAL EXPENDITURE	<b>1,363,951</b>		<b>1,253,481</b>
SURPLUS FOR THE YEAR	<b>28,177</b>		<b>44,587</b>

<b>FIXED ASSETS</b>			
<b>Pavilion Redevelopment</b>	1,556,323		1,646,636
<b>Fitness Equipment</b>	20,475		7,504
<b>Computers and Equipment</b>	25,257		24,595
<b>Outdoor Surfaces and Equipment</b>	1,591,621		1,740,286
<b>TOTAL</b>	<b>3,193,676</b>		<b>3,419,021</b>
CURRENT ASSETS			
<b>Stock</b>	-		2,750
<b>Subscriptions due</b>	6,011		56,013
<b>Cash at Bank</b>	52,167		5,566
<b>Prepayments and Accrued Income</b>	17,098		41,649
<b>Debtors control</b>	36,749		40,518
<b>VAT due</b>	-		-
<b>TOTAL</b>	<b>112,025</b>		<b>146,496</b>
CURRENT LIABILITIES			
<b>Bank Overdraft</b>	-		22,677
<b>Bank and other loans</b>	137,382		134,367
<b>Other Creditors and Accruals</b>	29,207		57,180
<b>Deferred Annual Grant</b>	-		-
<b>NICS Social Club</b>	48,003		45,039
<b>Staff Costs Accrual</b>	25,492		23,422
<b>Deferred Creditor</b>	117,672		117,516
<b>Creditors control</b>	84,631		85,092
<b>VAT</b>	18,275		19,909
<b>TOTAL</b>	<b>460,662</b>		<b>505,202</b>
<b>NET CURRENT (LIABILITIES)/ASSETS</b>	<b>(348,637)</b>		<b>(358,706)</b>
CREDITORS DUE AFTER ONE YEAR			
Loans	1,034,367		1,161,772
<b>Deferred Income</b>	1,187,667		1,303,750
	2,222,034		2,465,522
<b>TOTAL ASSETS LESS TOTAL LIABILITIES</b>	<b>623,005</b>		<b>594,793</b>
REPRESENTED BY: SHARE CAPITAL			
<b>Issued and paid up to date</b>	3,614		3,578
<b>Less forfeited up to date</b>	(2,097)		(2,076)
	1,517		1,502
<b>CAPITAL RESERVE</b>	<b>2,791</b>		<b>2,770</b>
REVENUE RESERVE	<b>618,697</b>		<b>590,521</b>
<b>TOTAL RESERVES</b>	<b>623,005</b>		<b>594,793</b>

# Corporate Scorecard

## Serve our members and stakeholders

Objectives	Measures	Baseline	Targets 2012	Initiatives/Actions	Outcomes
<b>S1 Develop the range of services to members</b>	<b>S1.1</b> User satisfaction levels	75%	90%	(a) Deliver a programme for each of the business areas - PlayBall, Activ, Pavilion etc	80% of members who attended NICSSA events in the period rated them as excellent with 20% rating them very good.  93% of those who attended the events rated the customer service by NICSSA staff at events as excellent.
	<b>S1.2</b> % increase in participation	1200	20%	(b) Develop and deliver a sports and leisure programme for members and their families	1288 members participated in NICSSA organised events in 2012.

	<b>S1.3</b> Number of new offers	660	100	(c) Extend and improve the range of offers/services under the Membership Plus Scheme	<p>4190 members registered on the membership plus website.</p> <p>100 new offers added in Northern Ireland (on top of over 500 across the whole of ROI – not just Dublin) bringing to 1200 the number of offers available to NICSSA members via directory and website.</p> <p>37 e-zines highlighting member's offers and services have been sent out to members during year.</p>
	<b>S1.4 %</b> Increase in affiliated sports club membership numbers	528	10%	(d) Develop and implement a sports development plan for NICSSA sports clubs.	Adult membership up to 31 December 2012 was 452 across our 13 affiliated sports club -junior membership was 228 bringing to 680 the number of members in affiliated sports clubs
<b>S2 Ensure that facilities are fit for purpose</b>	<b>S2.1 %</b> Reduction in reactive maintenance budget	£40k	10%	(e) Develop and implement a planned preventative maintenance programme for the	Planned Preventative maintenance programme completed for 2012. Maintenance expenditure down by just over 10% on last years figure.

				facilities at the Pavilion.	
	<b>S2.2</b> Completion and review of capital development action plan	-	Completion Feb 2012	(f) In conjunction with partners explore the scope for taking forward phase 3 of the master plan for developing facilities at the Pavilion.	Master plan for further development of Pavilion and grounds will be revisited early 2013 to ensure it still meets the needs of the organisation and its members.
<b>S3 Ensure effective stakeholder relationship management arrangements</b>	<b>S3.1</b> Completion of Stakeholder list and number of stakeholder engagements	-	Stakeholder analysis	(g) Carry out a stakeholder analysis and formalise relationship management arrangements.	A full stakeholder analysis was carried out which highlights key internal and external stakeholders of the organisation and the importance of the relationship with NICSSA.
<b>S4 Create collaborative partnerships</b>	<b>S4.1</b> Number of new funding and working partners	nil	2	(h) Secure funding and working partners to support further business growth.	Working with Sport NI, Cricket Ireland re proposed development of facilities, Club Marketing Services to further growth on membership services including the development of an app and PSNI and community groups as part of outreach work.

<b>S5 Promote a healthier workforce</b>	<b>S5.1</b> % Increase in NICS numbers using new WELL website	-	Establish baseline figure	(i) Work with NICS, OHS in the development and delivery of the NICS health and well being model and website.	Visits on the WELL website increased to over 10,000 since the launch of the site on 20 September 2012.
	<b>S5.2</b> Completion of report with recommendations	-	Completion of report July 2012	(j) Carry out a review of the Health Works programme in light of changes to the NICS Well being strategy.	Initial review of the programme carried out in May 2012. Key outcomes are: extension of programme to include health and wellbeing consultancy service; Restructuring of programme to deliver health works to NICS under WELL brand and continuation with Health works brand for external customers; Introduction of new cost structure to protect profit margins; and Up skilling of key staff to enable them to deliver on stress management areas of course.
<b>S6 Develop connection with local community</b>	<b>S6.1</b> % Increase in numbers of people/communities engaged	130,000	5%	(k) Further develop and implement an outreach plan to engage with the local community	154,550 (19%) users from local community of PlayBall in 2012.

<b>S7 Develop the customer base</b>	<b>S7.1</b> Net growth in membership	Core membership 11,000	3%	(l) Develop and implement a sales and marketing plan to increase the membership base and greater use of facilities	Net loss to 31 December 2012 is 57 which is due to problems with HR Connect in the treatment of membership resignations and the impact of the restructuring of membership subscriptions in January 2012.
<b>S8 Develop more effective communication with members and affiliated clubs</b>	<b>S8.1</b> % Increase in number of web site hits to specific member related areas	1.3 million	20%	(m) Develop a communication plan to improve engagement between NICSSA and its clubs and members	Website hits for 2012 were 2 million. Most popular aspects of website relate to Membership Plus and related membership services. Most popular months for hits were January and July 2012, with most unique visitors in June 2012.
	<b>S8.2</b> % Increase in the submission of affiliated articles/information for NICSSA website	10	50%		34 articles have been generated and subsequently uploaded to the website in 2012 on behalf of affiliated sports clubs.
	<b>S8.3</b> Levels of awareness of NICSSA and its Clubs and their activities	-	Establish baseline	(n) Carry out an awareness and satisfaction audit	A membership wide online survey was carried out June/July. In total 1140 responses have been received and collated.



## Develop and motivate our people

Objectives	Measures	Baseline	Targets 2012	Initiatives/Actions	Outcomes
<b>P1 Ensure staff/volunteers remain motivated.</b>	<b>P1.1</b> % of employees with PDPs in place	65%	100%	(a) Develop a learning and development plan for staff and volunteers.	All employees with PDPs in place.
<b>P2 Develop staff/volunteers knowledge and skills capacity</b>	<b>P2.1</b> Date for completion of skills audit	-	Feb 2012	(b) Carry out a skills audit to assess any skills gaps.	Skills audit complete and results incorporated into personal development plans.
	<b>P2.2</b> % of staff and volunteers who feel well informed about the business of the organisation	-	Establish Baseline	(c) Deliver biannual business plan progress reports to all staff and annual report to volunteers.	Business plan progress reports provided to 85% of staff at three workshops held early May 2012. 100% of staff who attended felt that they were well informed on the business of the organisation
	<b>P2.3</b> % of staff achieving/recording/training/qualification outcomes	-	Establish Baseline	(d) Introduction of skills passport scheme	Skills passport introduced for five staff. 15% of staff completed/engaged in formal staff training during the period including:

					<div>NVQ in administration</div> <div>Accounts Technicians</div> <div>First Aid</div> <div>Health and Safety</div> <div>Social Networking</div> <div>Grounds maintenance</div> <div>NLP Practitioner</div>
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## Manage our money

Objectives	Measures	Baseline	Targets 2012	Initiatives/Actions	Outcomes
<b>M1 Deliver services within budget estimate agreed annually</b>	<b>M1.1</b> % of services delivered within agreed budget	70%	80%	(a) Regular review of financial performance to take corrective action to ensure income and expenditure stays within agreed budget.	80% of services delivered within budget.  Variations in budget as a result of costs that were not anticipated-for example carbon tax on heat, light and power and repair of floodlighting at PlayBall pitches.
	<b>M1.2</b> Accuracy of estimate versus actual income and expenditure	80%	90%	(b) Production of monthly cash flows and profit and loss statements.	Estimated cash flow for 31 December 2012 was £73k-actual cash flow was £52k-a variation of £19k
<b>M2 Increase alternative and existing sources of revenue</b>	<b>M2.1</b> % increase in new sources of revenue.	-	Establish Baseline	(c) Review opportunities to maximise income and reduce costs including, Price reviews, Assessment of the scope for an increase in subscriptions,	Turnover up by just over 8% on 2011.

				Sponsorship/advertising opportunities	
<b>M3 Fund capital programmes</b>	<b>M3.1</b> Completion of capital priorities identified and costed	-	Programme July 2012	(d) Compile a proposed capital programme with a schedule of cost estimates.	Rescheduled to 2013.
<b>M4 Manage financial assurance and good governance</b>	<b>M4.1</b> Completion of register and reviews	-	Register Jan 2012	(e) Compile a risk register and carry out regular risk reviews.	Risk register completed which sets out the organisational risks
<b>M5 Improve cost effectiveness</b>	<b>M5.1</b> % of employees who feel knowledgeable and well informed about using energy efficiency	75%	100%	(f) Staff awareness training workshops on effective and efficient energy use.	A workshop held for all staff to provide information on practical ways to improve energy efficiency has been rescheduled to January 2013.  Ongoing training has been given to a number of key staff in this area.

## Improve our processes

Objectives	Measures	Baseline	Target 2012	Initiatives/Actions	Outcomes
<b>I1 Improve operational and administrative efficiency</b>	<b>I1.1</b> % reduction in operational, administration and energy costs.	£50k	5%	(a) Review key operational and administration management processes	Excluding carbon tax, energy costs showed a reduction of between 2-3% on 2011 figure.  New processes developed and implemented for control of lighting at the complex and health and safety checking
<b>I2 Develop effective external communication and public relations</b>	<b>I2.1</b> Completion and review of plan	-	Jan 2012	(b) Develop communications and PR plan	Communications plan completed.
<b>I3 Improve organisational health and safety</b>	<b>I3.1</b> % reduction in accidents and claims	6 personal injury claims 22 reported accidents	50%	(c) Carry out a health and safety audit	12 reported accidents and 1 claims in 2012 representing a reduction of 50% on reported accidents in the period.

# Appendix 1 – Affiliated Club Reports

The reports of the Affiliated Sports Clubs are set out in the following paragraphs.

## **NICS Archery Club**

### **Tournaments**

Since the last report in 2011, the club has hosted 7 events, - 4 indoor and 3 outdoors. Attendance was down for most of these events which seems to be in line with all the other archery clubs throughout NI.

### **Beginner's courses**

Two Courses (summer and autumn) were held during the year resulting in six new members joining the club.

### **National Championships**

The CSSC National Championships were held in Stirling Scotland. Seven club members competed in the event and our regional team was awarded a very commendable second place, which was a tremendous achievement.

### **Fund Raising**

The club held two fundraising events in 2012, the Dalriada festival at Glenarm and the NI Civil Service fun day. Both events provided a great opportunity to showcase the NICS Archery and the talent that exists within the club. These events also raised much needed funds to support the continued development of the club.

### **GCSE Sports (Archery)**

The club continued to make its contribution to local community initiatives and provided equipment and expertise for students at Glastry College to enable them to complete their GCSE in sports studies. Feedback from the college was again very positive.

### **Winter League**

A number of club members again entered the CSSC National Championships over the winter months which included both indoor and outdoor competitions. Congratulations to all who braved the cold conditions to successfully complete the competition.

## **NICS Athletics Club**

The Athletic Club had another very busy 2012 which is reflected in the length of this report.

### **NICSAC Cross Country – 25th February 2012**

The Club's flagship event is the annual Cross Country in Stormont and this year it attracted 427 entries with 157 runners in the open race. The winners of the open event were Paul Carroll of Annadale Striders (in a time of 27:48) and the first lady home was Patricia O'Hagan of St Peter's AC (in a time of 20.47). In the open race Willowfield Harriers won the male team trophy and North Down took the ladies team prize. Mervyn Chambers won the Jim Patterson Trophy for the first NICSAC member home in a time of 33:25. Notable NICSAC performances were Anne Adair who came first in the female Civil Service Vets Championship in a time of 28.03 and Jim Breen was the winner of the male Civil Service Vet Championship in a time of 33:37. In the Services Cup the NICS won both the Male and Ladies trophies. There were 124 entries in the primary boy's race and 111 entries in the girl's race. Kilmaine PS took the boys team trophy and Broadbridge PS won the girls team trophy. Willowfield Harriers won the Junior Team Boys & Girls trophies.

### **NICSAC Belfast Marathon Team Relay Competition – 7 May 2012**

The May Day bank holiday on 7th May this year failed to deliver the good weather but the persistent rain showers didn't stop runners taking to the streets in their thousands for the Belfast City Marathon. Among them were relay teams competing in the 2nd year of the NICS Athletics Club's Belfast Marathon Team Relay Competition. The aims of this event are 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 6 teams took part in the competition with runners from a number of departments and NDPBs taking part. DOJ, DRD, DHSSPS, OFMDFM, DARD, DFP, CPANI and AFBI were all represented. "Damkat's Whiskers" representing DOJ won the all male category with an excellent time of 2hrs 52mins and "Run The Risk" representing DRD were first in the mixed category with a very good time of 4hrs 15mins. The all Female category was won by the "NICSAC Female Five" representing OFMDFM with another very good time of 4hrs 10mins.

The Run the Risk team also raised over £1,000 for the NI Children's Hospice. Gillian Hynes, "NICSAC Female Five" team captain commented. "Our team was both delighted and surprised to come first in the all female team category. No doubt, continued hard work will be needed to secure our place at the top for the marathon next year! As word of this competition is 'relayed' throughout the NICS it will surely encourage more team entries and I'm sure they will also have an enjoyable experience on marathon day regardless of the weather."

We are sure that there were many more teams made up of civil/public servants taking part in the marathon who would be eligible to compete in our competition and we are keen to attract more teams. The competition will return next year on 6th May 2013 so look out for entry details appearing on the NICSSA website and [www.nics-ac.com](http://www.nics-ac.com) and if you have a team taking part in next year's Belfast City Marathon why not enter the NISCAC competition as well.

### **Greyabbey 10Km & 5 Km – 6 July 2011**

The club again supported the Greyabbey 10km and 5 Km Race which this year saw 108 competitors in the 10km and 72 in the 5km race. It was a very successful event despite the slightly damp weather. The event is organised by local charity Helping Alopecia Trust and Ray



Murray with help from the club. This year the event raised £700 for the trust. The first NICSAC member home was Mervyn Chambers (35:23), followed by Sean McIntyre. Helen Ryan was the first NICSAC lady home in a time of 51:01. Ivan Baxter (NICSAC) won the trophy for the oldest finisher.

### **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. It is one of the best 10 mile races in the country and this year's event attracted 149 runners in the 10 mile race and 22 relay teams. The race was won by Paul Pollock (Annadale Striders) in a time of 50:52 and Breege Connolly (Beechmount Harriers) was the first lady home in a time of 58:14.

David Burrows was the first club member to finish in a time of 1:14:14, Anne Adair, Gillian Hynes 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 1:18:56 followed by David Burrows and Adrienne DaCosta (NICSAC).

### **Marathon Trip – Lake Garda at Malcesine - 14th October 2012**

Following the very successful trip to Ferrari Marathon in Italy last year many members were looking forward to October and the visit to the Italian Lakes region for the Lake Garda Marathon. The north shore of the lake was the setting for the marathon which started in Limone and followed the lake shore round to the village of Malcesine.

The choice of Malcesine as our base proved to be an excellent decision as was the choice of the Hotel Alpino which provided "home" for the 19 strong NICSAC contingent for the weekend. Malcesine with its lakeside walks and narrow alleyways is a lovely village located at the foot of Mt. Baldo and a good place from which to explore the lake and the mountains. It is also convenient for day trips to places like Verona and Venice.

The hotel was located just a short walk from the harbour which made it easy for the 4 athletes who were running the marathon to get the ferry across to Limone on the other side of the lake for the start on Sunday morning. The only downside was having to get up early that morning. The event also included a 15km race which started in the town of Torbole and also finished in Malcesine. The club had 8 athletes competing in the 15km.

Our hotel was conveniently situated right on the finish line and it provided a welcome sight for the club runners as they completed their individual challenges. The weather for the marathon was quite good but a heavy shower fell on the marathon runners in the latter stage of the race although it didn't dampen the spirits too much.

Congratulations to all the athletes who represented the club so well and can take pride in their performances. Special mentions are due for Jim Breen for an excellent time in the marathon, Gillian Hynes for achieving a personal best in the marathon and for breaking 4hrs and to Mervyn Chambers for a great run in the 15km. The supporters also played their part by providing encouragement and capturing some of the race day atmosphere on camera. It was a very enjoyable trip and definitely a highlight of the club year.

<b>Marathon</b>		
Jim Breen	3hrs 9mins	2nd in category
Gillian Hynes	3hrs 59mins	15th in category
Anne Adair	4hrs 7mins	12th in category
Shirley Telford	4hrs 30mins	21st in category

<b>15Km</b>	
Mervyn Chambers	1hr
Adrian Magee	1hr 15mins
Ray Murray	1hr 18mins
Neil Corken	1hr 25mins
Jackie Robinson	1hr 33mins
Joe Quinn	1hr 40mins
Arron Wright	1hr 40mins
Janice Sheppey	1hr 49mins

NICSAC was well represented in the marathon and 15km events but that wasn't the club's only contribution to the event. The club's top volunteer, Mags Mathieson, got involved in the organisation of the event on the day and helped to present the medals to the marathon runners as they crossed the finishing line.

## CSAA 10Km Championship

On 17th May 2012 a team of 4 athletes from NICSAC competed in the Queen's Diamond Jubilee Challenge which featured a 10Km road race in Battersea Park, London and also incorporated the Civil Service Athletics Association (CSAA) Annual 10Km Championships. The event attracted an entry of 355 runners from many GB departments and the NICSAC team of Mervyn Chambers, Sean McIntyre, John O'Hagan and Kevin Murphy put in a very good performance with all 4 runners finishing well up the field and the male 50+ team (Sean, John and Kevin) took 2nd place in the team race finishing behind the team from the Health and Social Security Recreational Association (HASSRA).

OverallPosition						
Position	in Cat	First Name	Last Name	Team	Category	Time
27	3	Mervyn	Chambers	NICSSA Vet Men	45-49	00:37:31
61	6	Sean	McIntyre	NICSSA Vet Men	50-54	00:40:51
64	7	Kevin	Murphy	NICSSA Vet Men	50-54	00:41:06
86	11	John	O'Hagan	NICSSA Vet Men	50-54	00:42:29

## CSAA Half Marathon Championship

The month of June brought another CSAA championship event and this time it was the Half Marathon which took place at Freckleton near Blackpool. NICSAC was represented at this event by a team consisting of Jim Breen, Gillian Hynes, Kevin Murphy and Anne Adair. The team performed very well finishing 3rd in the team category and Gillian and Anne took 2nd and 3rd places respectively in the women's category.

OverallPosition					
Position	First Name	Last Name	Team	Category	Time
7	Jim	Breen	NICSSA	M55	1.25.48
12	Kevin	Murphy	NICSSA	M50	1.33.03
15	Gillian	Hynes	NICSSA	F35	1.51.56
17	Anne	Adair	NICSSA	F40	

## NICSAC championships

### 10Mile Competition – The Joe Quinn Cup

The 10 Mile trophy this year was contested at Portaferry, Limavady and Armagh and was won by Jim Breen in a time of 01hr 04 mins at Limavady, and second was David Burrows in a time of 01 hr 14 mins in Portaferry.

### **Half-Marathon Competition**

The Half Marathon trophy this year was contested at Omagh, Lisburn, Ards and Waterside and was won by Jim Breen in a time of 01hr 25mins at Waterside Half, and second was Sean McIntyre in a time of 01hr 29mins at Lisburn.

### **10k Competition – The Sammy Walker Cup**

The 10k event was contested at, Jimmy's Ten, Greyabbey, the Bangor Classic and the Seeley Cup and was won by Mervyn Chambers in a time of 37 mins 48 secs at Seeley Cup, and second was Jim Breen in a time of 39 mins also at Seeley.

### **Ladies Cup**

The inaugural Ladies Cup event was contested at, Jimmy's Ten, Greyabbey, the Bangor Classic and the Seeley Cup and was won by Naomhin McGarrity in a time of 47 mins 02 secs at Bangor, and second was Gillian Hynes in a time of 50 mins 59 sec at Seeley Cup.

Links with Civil Service Athletics Association

The Civil Service Athletics Association (CSAA) encourages, promotes and develops amateur athletics for members of Civil Service Departments and other bodies affiliated to the Civil Service Sports Council (CSSC) in Great Britain. It also organises national championships every year such as the 10km and the half marathon. Early this year NICSAC received an invitation to participate in CSAA committee meetings with a view to fostering closer relationships between the two athletics clubs. Michael Kelly attended the CSAA committee meeting in Birmingham on 27 April and was warmly welcomed. CSAA are keen to see continued involvement from NICSAC in the national championships events and they are interested in sending some of their members to Northern Ireland to compete in our events such as the Cross Country. CSAA meets 3 times a year and the club will aim to send a representative to at least one meeting a year. The club now receives regular e-mail updates from CSAA.

### **Club Member Honoured**

Good news arrived in June when it was announced that founding club member Joe Quinn had been awarded an MBE for his contribution to Athletics. In addition to helping the Civil Service club to develop Joe has also been the inspiration behind the resurgence of East Down AC which celebrated its 25th Anniversary recently. Our congratulations to Joe on receiving this well deserved recognition of the time and effort he has devoted to the sports of athletics.

## **NICS Bowling Club**

One of the highlights of the NICS Bowling Club years was when one of our members Derek Forsythe, was installed as the President of the Private Greens League. This was a great honour, not only for Derek but also for NICS Bowling Club. At our AGM Derek thanked all our members for their support throughout the year. He had visited every Private Greens bowling club throughout the season as well as supporting PG bowlers in the National and International championship throughout the British Isles. Derek reported that the PGL's achievements this past season were unprecedented. He was so proud to have been their President this year and we were so proud of him.

It was Northern Ireland's turn to host the Civil Service Bowling Association British Championship finals in July. Our President, Ian Leonard, welcomed competitors, wives and friends from all four home countries. The games were all played in reasonable weather. The Northern Ireland team came out on top once again.

## **NICS Cricket Club**

2012 proved to be yet another successful season for the club. The 1st XI finished equal 4th in the Premier League, the 2nd and 3rd XIs won their leagues and gained promotion, the mid-week XI won the league for the first time and the Colts XI won the Colt's Cup, also a first.

Marc Ellison was unable to return to the Club because of visa problems and at the last minute we were able to secure the services of Griffin Nieuwoudt from South Africa as our professional. He had a tremendous season, scoring 1004 runs at an average of 66.93, including 4 centuries. The skipper Nigel Jones continued his consistently good form with 730 runs at 46.67, and 2 centuries. He also took 25 wickets at 13.36, followed by 18 year old Jordan Wilson with 23 at 16.13. Charles Beverland scored his first senior century for the Club in a partnership of 250 with Nigel Jones against Fox Lodge in the Ulster Cup, in which the 1sts eventually lost in the final.

Ben Adair captained the 2nd XI to victory and promotion to Junior League 1, only losing one match in the process. Trevor Dalzell scored the most runs, 234, and Andrew Hodgins was the leading wicket taker, with 22, well supported by Ben himself, Neil Holmes and Alistair Graham. It was an excellent all round team effort.

The 3rds continued their progression by achieving promotion to Junior League 3 and were unbeaten in the league. Johnny Gibson scored 280 runs at 46.67, and was backed up by good batting from Paddy Beverland, Stuart Smyth and Robert Morrow, who all exceeded 150 runs for the season. Richard McFeeters takes the credit for captaining such a successful team.

The 4ths sadly went the opposite way by being demoted to Junior League 7, but they will have better days to come. The 5ths finished 4th and the 6ths 3rd in their leagues. Mark Pollard, Keith Gibson and Peter McMorran were the respective captains and they and all the captains deserve our thanks for their efforts and for inspiring their players to perform with enthusiasm and in the proper spirit of the game. Congratulations are also due to Steven Ross, who captained the mid-week XI to victory in the mid-week league.

In youths cricket the highlight was the success of the Colts XI in winning the Colts Cup for the first time, beating North Down in the final. Paddy Beverland, Matthew McCord, Chris McMorran and Jordan Wilson were the stand-out players. The boys teams all performed with credit without quite reaching the heights of former years.

On the honours front, Gary Wilson and Nigel Jones both represented Ireland, Chris McMorran and Patrick Park played for Ireland U 17s, Park and Ben McGavock for Ireland and NCU U15s

and Paddy Beverland and Malcolm Corry for the Lord's Taverners U14s. Congratulations to all of them.

The Committee worked hard throughout the year to maintain the financial stability of the Club. The highlights were the annual dinner and a successful and very enjoyable Race Night.

A huge vote of thanks is due to all those who organised youth cricket, especially Arthur Ross, Mike Hodgins, Robert Morrow, Mark Pollard, Robin Johnston and Patrick McMorran. It would be impossible to run the Club without their generous contribution.

It would also be impossible to develop cricket at Stormont without the generous support of our sponsors and the Club is truly indebted to them. They have played a huge role in the success the Club has had since its foundation in 2004.

Finally our thanks are due to all those who have both played and supported cricket at CSNI and we wish them all a happy, successful and, above all, a dry season in 2013.

## **NICS Golf Club**

The Golf Club organised several major golf competitions during 2012.

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

The Handicap Qualifier was played at Killymoon Golf Club on Friday 27th April 2012 with 81 players taking part. The winner was Ronan Murphy, DSD with a nett 67, followed by Joe Forde, DHSSPS and Dermot Love, DRD both with 68s. The next three players who made the team for the National Finals held later in the year in Scotland were Kevin McKeown, DSD, 69, Matthew Woods, DSD, 69 and Andrew Hay DOE, 71. Dermot Love was unable to play in the National Finals and was replaced by Paul Rice, DOE who was first reserve with 71.

### **SCRATCH CUP** (Convenor – Tim Johnston)

Thirty one low-to-mid handicap golfers entered the 2012 Scratch Cup, which for the first time had been shortened to 18 holes only, at Castlerock Golf Club on 25th May 2012. The event was played in balmy conditions and the course was presented in great condition. There was



some high quality scoring, with the top two both under par on the day. Daniel Vaughan (DOE) led the field with 71, pipping John Taylor (NI Water) on 72 and Geoff Stewart (DEL) on 75. Ansley Stewart (DRD) with 77, Paul Watters (DSD) with 83 and Seamus McGranaghan (DSD) also with 83 completed the top 6. Tim Devine (DEL) took Nett honours with a 74.

#### **NICSSA OPEN** – (Convenor - Kevin McKeown)

72 players entered the Open which took place at Balmoral Golf Club on 14 June 2012. The course was in good condition and playing tough with few players breaking their handicaps. The winner was Kevin Quinn (DSD), one of the first ones out, with 38 points. He was followed by Seamus Graffin, (DRD) Kevin McKeown (DSD) and Paul Magill, (SBC, DOE).

These four later contested the NICSSA MATCHPLAY finals and semi-final at Carton House (Maynooth, Kildare) on 30th September and 1st October. The matches were played over the Montgomerie and O'Meara courses with Seamus Graffin eventually emerging victorious after deposing last year's winner, Kevin McKeown.

#### **CSSC NATIONAL HANDICAP AND SCRATCH FINALS** –

Westerwood Golf Hotel and Spa, Cumbernauld, Scotland – 19-21 September 2012

The NICSSA Handicap team was made up of Ronan Murphy, DSD, Joe Forde, DHSSPS, Kevin McKeown, DSD, Matthew Woods, DSD, Andrew Hay, DOE and Paul Rice, DOE

Daniel Vaughan, DOE, Ansley Stewart, DRD, John Taylor, NI Water, Tim Johnston, DFP, Tim Devine, DEL and Paul Watters, DSD competed in the Scratch Final.

The first day had been started but had to be cancelled after heavy rain had made the greens flood and course unplayable. After a 6am inspection on the second day it was decided to play a shortened final with the Handicap Final turned into a 18 stableford competition and the Scratch Final reduced to 18 holes. With excellent scores of 38 points each the joint winners of the Handicap Final were Michael West, London Region and Andrew Hay, NI. Both Michael and

Alex also won the over 50's senior title as well. Kevin McKeown finished a creditable 5th in the Handicap event. Daniel Vaughan finished 4th in the Scratch Final. In the International Team event the NI team were pipped by Scotland with Wales and England well back.

### **2012 NICSSA - Qualifying Tournament - World Corporate Golf Challenge**

(Convenor - Lorcan O'Kane)

NICSSA Golf Club Committee organised a Qualifying Tournament at Dunmurry Golf Club on 10 September 2012 to select two teams to represent NICSSA Sport and Leisure at the All Ireland World Corporate Golf Challenge Qualifier which was held at the Lough Erne Golf Resort on 25 October 2012. 60 players enjoyed late autumn sunshine at Dunmurry and the teams of Paul Watters and Joe Connor, DSD, and Mark McGrath and Kyle Montgomery, DETI emerged winners. Terry McNeill later replaced Joe Connor and helped Paul to a respectable 5th place at Lough Erne. The DETI team finished further down the field but were able to secure the G8 summit to be held at the venue later on this year.

## **NICS Hockey Club**

The 2011/2012 season again proved to be successful for the Hockey Club with the Men's 1sts maintaining their place in Ulster's Premier League and the Ladies' 1sts enjoying their first season back in Senior One and securing their position for 2012/13. This season we fielded 6 men's teams and 3 ladies' teams. The highlights for the club included:

- The Men's 1sts were runners up in the National Indoor Championship
- The Men's 1sts reached the quarter finals of the Irish Senior Cup
- The Ladies' 1sts reached the semi finals of the Irish Trophy
- The Ladies' 2nds reached the final of the Junior Cup and sadly lost on penalty strokes
- The Men's 3s won the Junior 3 league and gained promotion to Junior 2
- The Ladies' 3s gained promotion to Junior 8 after finishing second in the Junior 9 league

During the weekend of 17th – 19th August, the club organised its third annual Men and Ladies Invitational Tournament. Once again the tournament was well supported by other clubs and a high standard of hockey was on display. The club would like to express thanks to Gareth Herron who makes the tournament possible.

This season has been particularly successful for the Youth Section. Both the boys and girls sections were at maximum capacity and fielded teams at U11, U13 and U15 level. A number of junior members were also selected for talent development squads. In April we held a hockey marathon which was a mixed boys and girls tournament that helped to introduce the children to the social aspect of NICS hockey life and enabled the children to exhibit their hockey skills in a fun environment. In July 2012 we held our inaugural 3 day hockey summer camp and thankfully the sun shined.

A lot of time and money was invested this season in coaching and administration of the club, this was rewarded with the achievement of the Sport NI Club Mark award.

We would like to express congratulations to Gareth Grundy, player / manager of the Men's 1sts who won Sportsman of the Year in NICSSA's annual awards. Gareth devotes so much time and commitment to the club and we are pleased that his efforts have been recognised in a wider arena.

The following club members have assisted in the wider hockey community: Dennis Miller represented the club in his position of President of the Irish Hockey Association; Irene Black represented the club at Ulster Hockey; Robert Johnston and Gareth Herron umpire for Ulster Hockey.

The hockey club lost a truly great sportsman and club member, Barry McConkey who sadly passed away. Barry was instrumental in the management and success of the hockey club over many years holding the position of Chairman of the Men's Club and the amalgamated

Hockey Club. Barry also encouraged and assisted in the development of our youth members. He will be greatly missed and remembered by everyone at the club.

## **NICS Rambling Club**

The club continues to go from strength to strength and to offer a range of walks to all its members. In addition to a regular programme of day walks – on Saturdays and Sundays – we once again offered members a menu of walking holidays at weekends and longer stays at home and abroad.

Mid-week evening walks during summer months also proved a popular alternative for those members who are unable to attend the week- end rambles or indeed who despite the weather, simply want a gentle stroll on a summer evening.

Walking holidays are always very popular and there were a number in 2012.

A group of members spent an excellent April weekend in Ballintoy enjoying wall-to-wall sunshine, good food and entertainment and even managed to fit in some walking including Knocklayd overlooking Ballycastle.

In May, a number of walkers returned to the North West Highlands of Scotland staying in the attractive fishing village of Lochinver near Ullapool. The group were very fortunate with the weather and tackled a number of challenging mountains and also walked to the remote and beautiful Sandwood Bay - an excellent walking week.

It is a club tradition to walk a National Trail each year and in June 2012 it was the turn of the 87 mile Ridgeway in the south of England. The Ridgeway is part of an ancient trading route stretching several hundreds of miles along the chalk ridges from Dorset to Norfolk. There are many historic and prehistoric monuments along the route including Avebury stone circle and

the famous white horses. The small group of walkers enjoyed a variety of accommodation and did their best to support local hostelrys.

Thirteen ramblers spent a long weekend in Eastbourne for four days of walking on the South Downs including Beachy Head and the Seven Sisters and visits to historic towns such as Rye and Bexhill.

The final holiday of the year was a return trip to the Auvergne in the south east of France. The club had spent a very enjoyable week in the remote Massif Central area a few years ago and returned to the same hotel, which catered for walkers. This was a very popular visit and twenty members enjoyed great walks, weather, and food – oh la la !

Fun and enjoyment is never far from the minds of most ramblers and throughout the year the social side of rambling was not neglected with opportunities for post- walk refreshments and nights out.

## **NICS Rugby Club**

In 2011/12 season the 1st XV won 8 games in the league and were defeated in 10 to achieve 4th place (points for 299, points against 273, league points awarded 16). The 2nds won 8 league games and lost 12 in finishing 5th in Minor League East 2 (points for 230, points against 417, league points awarded 16). We can take pride in fulfilling all of our fixtures unlike most other clubs. The league placings were the best for some years.

In the cup competitions the 2nds lost to Antrim at the quarter-final stage. It was disappointing to go out at this stage, as we had high hopes of going all the way to Ravenhill, and as we had defeated these opponents convincingly in the league 2 weeks previously!

At its AGM the Club paid tribute to the achievements of the Ulster team in reaching the final of the European Rugby Cup. They are the only professional team in the Province, and likely to remain so, but their success both on and off the field is doing much to stimulate interest in rugby football among the wider public.

There was a successful Easter mini rugby tour to Dalziel RFC in Scotland where Civil Service won one of the competitions. Civil Service now has a youth rugby side and 6 games were played at U15 level during the season. The (IRFU) Ulster Branch agreed to include our side in U15 fixtures for 2012/13 season.

## **NICS Table Tennis Club**

Our competitive season stretches between the months of October and March, so this report covers how we finished last season with how we have begun the current year. Last season saw the Belfast & District league expanding to a 4th Division which was great to see and points to increasing interest in the game particularly among younger players. Civil Service entered a team into the new Division increasing our representation in the leagues from 4 to 5 teams.

The 2nd Division was particularly strong, including ex Ireland internationals, we had two sides with the A team finishing mid table and the B team unfortunately bringing up the rear.

Division 3 saw one of our sides finishing 5<sup>th</sup> (of 10) and the other side finishing 9<sup>th</sup>. The highlight for the Club was in Division 4 where Civil Service won the league by a significant margin, with 9 wins, 1 draw and 2 losses. During the year this team somehow became known as the Cadets even though they had an average age on the wrong side of 50!

The Club has been encouraging members to become more active in Ranking Tournaments with a number attaining official ranking in Ulster, most notably being the efforts of Maurice Rooney and Adrian Pietris. Also on the individual performances we had Maurice Rooney being chosen to represent the B&D league 2 side in the annual match against the Leinster league and Aaron Black being chosen for the Belfast league 3 team.

This season began with new members joining the Club which has meant that our 5 teams are all much stronger than last year so there is a real optimistic feel around the Club. We have already had minor, but significant, results and successes at this seasons tournaments. Maurice and Adrian have continued where they left off last season but they have been joined by Brian Martin. Maurice and Brian lie 6th and 7th in the Ulster Master rankings which are fantastic results and have helped encourage other members to compete at the tournaments. The leagues have moved into the second half of the season and while there is still a fair way to go I can report that in Division 2 one Civil service team is lying 3rd while in Division 3 we have the amazing sight of our 2 teams lying 1st and 2nd. The remaining league fixtures are going to be very exciting particularly the battle for Division 3.

Club nights are Tuesday, Wednesday and Thursday so if you have an interest why not come down some night. We are always on the lookout for new players and you will receive a very warm welcome. If you need any information about the Club please contact me through the Pavilion.

## **NICS Lawn Tennis Club**

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.

We are pleased to report that our ladies won the Autumn League Division 3 competition in an exciting playoff with Malone.

Congratulations also to Helen Doyle and Caroline Hickey won the Open Doubles at the Boat Club.



The Internal Club Competitions also proved enjoyable and hard-fought, the new format of a four week competition proving ideal. The year culminated in a well-attended Dinner and Awards night at the Pavilion in October. Club Play is on Thursday evenings and Saturday afternoons.

The Junior Tennis coaching is popular and we remind all that places are available.

The Club's website [www.civilservicetennis.com](http://www.civilservicetennis.com) is continuing to prove very beneficial in keeping members up to date with events and promoting/advertising the club. This coming year we hope to go to email renewal forms for membership, keeping green and as a cost saving exercise.

The Club obviously has to look to the future in benchmarking its facilities against those offered by other local Clubs. With this in mind, it regards the extension of floodlighting to all four courts as an essential way forward. To help this the Club itself added four more lights to illuminate courts three and four. This has meant that practice play can continue on these courts as dusk falls and players are waiting to mix in on the floodlighted courts.

We would also draw attention to the hard work of Phil McCormick and his staff who have kept the courts in excellent condition both by on-court maintenance and also by the clearing and pruning of surrounding trees beside Court Four, meaning that a number of the courts are now much brighter and dry out more quickly following heavy rain.

## **Volleyball Club**

Civil Service Volleyball club has continued to develop in 2012 with youth coaching sessions at Methodist College Belfast. Over the last year the club has entered junior mixed teams in NIVA youth development competitions province wide. This has proven to be a fun introduction to

volleyball competition for the junior members of the club. We have also organised summer outdoor volleyball on both grass and sand to further develop the skill levels of members.

The senior section of the club continues to impressive with successful results achieved in the 2012 season. The men's team successes included a third place finish in the NIVA Division 1 and also the National Civil Service Volleyball Championships held in Loughborough University in September 2012. Further success was achieved at the National Finals by our mixed first team, again finishing third.

Throughout 2012 the Volleyball Club continued to run individual and group coaching sessions at Methody sports hall, Belfast. We have encouraged and welcomed participation from all sections of the community, and are presently assisting with individual preparation for the upcoming world Police and Fire Games.

The Club has also assisted in the training of national level referees, two of which represented Northern Ireland in the UK Schools Games and proactively assist all NI league teams through the local season.

In 2013 the NICS Volleyball Club will continue to welcome new members and encourage them to have FUN in VOLLEYBALL.

## **NICS Squash Club**

2012 was a special year for the Squash Club, as it was the first time the club's A team won the Ulster Squash Premier League, so a massive congratulations to team members:

- David Ayerst
- Owen Hadden
- Stephen McMurray

- Kerion McCoy
- Brendan McGuckian
- Alan Taylor

The B team finished the season with a respectable 5th place position, in what was a very competitive league in Division 1. The B team also finished the season with some silverware in the shape of the B Plate, inflicting a heavy defeat on the Derry Team in the final. All four players in the final were victorious in a resounding 13-1 win for Civil Service.

The C team enjoyed another fine season and finished the 2011/12 season in 5th position of Division 3. The C team reached the semi final of the D Cup, but were defeated 9-3 by a strong Windsor C team.

The Squash Club at Civil Service were also fortunate to avail of a Sports Development Grant during the summer of 2012 and put this to good use with the hire of two Squash coaches during Summer break between the 2011/12 and 2012/13 league seasons.

A large number of club members made good use of the Coaching sessions that were made available.

All players from the B team were able to benefit from some of the coaching sessions over the summer of 2012 with noticeable improvements in the team's league position. Recalling the finishing position of 5th in 2011/12 before the Grant, I am happy to report that following the coaching sessions, at the half way stage of 2012/13 season, the B team sit 20 points clear at the top of division 1.

Everyone at the Civil Service Squash Club hope the B team can maintain the current league position and win promotion to the Premier League.

# **Appendix 2 –**

## **Competitions & Events**

### **Xscape to Braehead**

2012 saw NICSSA embark on the annual trip to Snozone at Xscape to Braehead in Scotland. Snozone is an indoor ski and snowboarding centre located on the outskirts of Glasgow and offers members and their families/friends the opportunity to participate in ski and snowboard lessons. For the more experienced skiers or snowboarders, they have the opportunity to hit the slopes without the supervision of the onsite instructors. On Saturday 7th April, 35 NICSSA members and their families departed Stena Line Belfast for a day of fun filled skiing and snowboarding in one of the best indoor facilities in the UK.

The cost to members to participate in the event was £35.00 per person, which included return Stena Line transfers from Belfast to Cairnryan, a dedicated coach transfer, ski passes for the lessons or recreational activities, as well as hire of skis or snowboards if required. The 2012 event saw 27 members and families attend for the first time, and the general feeling among new attendees was that it was a fantastic event.

Snozone is a very unique and different venue to anything that is currently available in Northern Ireland, and it provides a great opportunity for a group of friends or family to enjoy a great day out, improve their skiing skills, or take up a new recreational activity.

### **M&D's Theme Park**

The annual trip to M&D's Theme Park took place on Saturday 5th May 2012. This trip is always one of the most popular among NICSSA members and 2012 proved to be no

exception, with around 100 NICSSA members, along with family and friends taking part in the event and enjoying every thrill and spill that this theme park has to offer.

M&D's is Scotland's premier theme park and the exciting rides and activities provided at the venue provide great enjoyment for everyone who attends. For just £20.00 per person, NICSSA members can participate in this event. The cost includes return Stena Line transfer from Belfast to Cairnryan, a dedicated coach transfer to and from the park, as well as an unlimited ride wristband to use at the park, which can be used on the majority of the rides.

There is no doubt that the event is very much family orientated and provides great fun and enjoyment for everyone attending.

## **Family Fun Day**

On Saturday 18th August 2012 around 260 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.

The weather was 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 journey home.

## **Learn to Surf**

A brand new event that was introduced to the calendar of events in 2012 saw NICSSA members hit the waves, with Learn to Surf at Portrush. The event incorporated a day of fun on the East Strand at Portrush beach. The group were split into 2 groups, with one group taking part in 2 hours of surfing lessons and the other group taking part in 2 hours of beach games, with the groups alternating activities in the afternoon.

The new event certainly caught the imagination of members, as 55 members booked in for a day of fun on the East Strand. The event which was a great success, rounded off with a BBQ at the end of the day, which was kindly organised and manned by Causeway Sports and Leisure Club.

Following the success of the first NICSSA Learn to Surf day, the event will return to the events calendar for 2013.

## **Ayr Races**

On Saturday 22nd September 2012, 15 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 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 and friends the opportunity yourself to win a few pounds – you couldn't beat being there!

# **Christmas Pantomimes**

Over the Christmas and New Year period, NICSSA provided members with the opportunity to attend a Christmas Pantomime at a special member's price. The Strule Arts Centre, Omagh was introduced to the programme of events for the first time and saw 25 members and their families enjoy a production of Aladdin. The Belfast Waterfront attracted 256 NICSSA members and their families to an excellent performance of Sleeping Beauty. Next up was the Riverside Theatre, Coleraine, who were putting on Aladdin as their Christmas show. Again, this event was well attended by NICSSA members and their families, with 63 attending on the night. January 2013 saw the pantomimes continue with a performance of Snow White and The Seven Dwarfs attracting 36 NICSSA members and their families. The final show on our Christmas programme was Aladdin at the Ardhowen Theatre in Enniskillen, which was attended by 30 members and family.

In total 410 NICSSA members and their families attended Christmas Pantomimes with NICSSA. We hope to add another venue to the 2013 programme, the Braid Theatre in Ballymena, so look out for details on this and all the pantomime information in our monthly ezine later in the year.

## **Musicals & Shows –**

### **Grand Opera House & Millennium Forum**

2012 saw NICSSA increase the opportunity to attend shows in the Grand Opera House and Millennium Forum, with the shows in the Opera House proving to be particularly popular amongst members. In total 188 NICSSA members attended a show at either The Opera House or Millennium Forum, with shows ranging from world famous musical Grease, to the local comedian Jimeoin.

Musicals and shows have proved to be an excellent addition to the events calendar, with NICSSA purchasing excellent seats for members to enjoy at a reduced rate. This element of the events calendar will be developed further in 2013, as we look into the possibility of including more theatres, so keep an eye out for this throughout the year.



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