

2014

Annual Report & Statement of Accounts





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COUNCIL MEMBERS

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

President's Foreword



It is my great pleasure to present this report which reflects the tremendous progress of the Association during 2014 in providing

sport, leisure and health and wellbeing services and activities to members and indeed to the wider community. I congratulate the Association on its achievements in what has been a quite remarkable year.

I am particularly pleased with the continued success of the health and wellbeing initiatives - most notably the WELL Programme which was recognised in June 2014 at the Irish News awards for the contribution it makes to workplace health and wellbeing within the public sector. I believe that the programme, along with all the lifestyle and health promoting activities that the Association has on offer plays an important role not only in promoting the benefits of a healthier lifestyle but in helping to sustain morale at a time of unprecedented change.

The Association has continued to grow and enhance its services to members with, for example, the further development of the

membership plus scheme, the success of the Playball facility and other new activities including the upgrade of the facilities at the Pavilion Complex.

This, of course does not happen by chance so I would like to pay tribute to the Association's Council for its vision and commitment to the continued development of all its services for members.

I would also like to express my gratitude to all those involved in the work of the Association during what has been a very 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 very much appreciated.

Dr Malcolm McKibbin
President

Chairman's Introduction



2014 has been another very successful year for the Association and its members, with a number of notable achievements to report.

The volume and range of our activities continued to grow apace with the formation of six new affiliated clubs, the introduction of new events for members including day trips to Kildare shopping village, an outdoor adventure weekend to Delphi Centre in Connemara, and an increase in the number of lunchtime fitness classes in affiliated clubs across Northern Ireland and at Activ Health Club at the Pavilion.

We continued to further enhance our services to members by increasing the number and geographical spread of offers under the Membership Plus Scheme. The release of the new Membership Plus smart

phone app has proved to be very popular, with over 4800 registrations to use it.

We hosted numerous high profile events during the year as well as a number of community activities at the Pavilion, Stormont. They included one day cricket internationals involving Ireland and Sri Lanka A, the European Pipe Band Championships and, in partnership with governing bodies, a whole host of community sports such as the Street Striker project, Irish Football Association grassroots tournaments and a number of rugby and cricket academies.

We also facilitated several charity events at the Pavilion which in total raised over £1m for local and UK based charities. This was in addition to supporting our own charity of

the year, AGE NI, with a number of fundraising and promotional initiatives.

We delivered a record 117 health and wellbeing events over the course of 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 continued to play a pivotal role in the roll out of the NICS WELL programme and were recognised for our endeavours when we secured the Work-Life Health and Wellbeing Award at the Irish News Workplace and Employment Awards held in June 2014 at Titanic Belfast.

We managed to achieve net membership growth of 181 through an extensive programme of marketing and sales

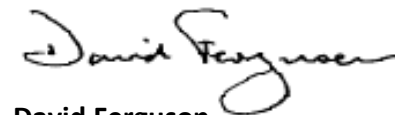
initiatives including roadshows in government buildings and representation at Departmental conferences. It was quite an achievement when viewed against the backdrop of a shrinking NICS.

We performed very well on the financial front despite very challenging economic and trading conditions and the end of a fixed period grant from SportNI for our sports development activities. It was particularly pleasing that we managed to turn a small deficit the previous year in to a correspondingly small surplus.

Finally, in the organisational area we concluded a 2-year restructuring programme with the introduction of a new staffing structure designed to meet current and emerging needs of the business and its

members. Clear evidence of the success of the exercise was reflected in a very positive report by the Health and Safety Executive which carried out an independent audit with all NICSSA staff to assess the impact of the programme.

In short, it's been a remarkably successful year for the Association and I would like to take this opportunity to convey my wholehearted thanks to Council, the Executive Board, Club committees, staff and our army of volunteers for their contribution to the work of the Association – often unseen and unsung but always willingly given and very much appreciated.



David Ferguson

Chairman



Organisations and 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 review provides a summary of the activities enjoyed by NICSSA members during 2014.

More detailed reports on the activities of each of our affiliated sports clubs together with reports on competitions and events are set out in Appendix 1 and 2 to this report.

Member's remains at the heart of what we do and we hope that this is clearly reflected in this review which shows the range and depth of the activities and services we provide for members directly and through our network of affiliated clubs.

Following feedback from members we introduced and expanded the number and range of events and activities in 2014 to reflect the changing lifestyle preferences of our members particularly in terms of affordability and accessibility of activities and the demand for more family oriented activities.



Membership Services

It was a particularly challenging year with reductions in number of staff within the NICS and wider membership base and competition from other sports and leisure providers. Despite these challenges membership of NICSSA recorded a modest growth of 181 members mainly due the increase in the number of junior members who joined our affiliated sports clubs at the Pavilion Complex.

We are aware of the need to continue to provide our members with value for money membership and in this context 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 throughout Ireland to over 1800. Uptake through the Membership Plus Scheme in 2014 reached another all time high, evidenced by the number of redemptions recorded in sports shops, restaurants and cinemas. Further evidence of the interest in the scheme was clearly reflected

in the 4800 members registrations to use the Membership Plus app which represents an increase of over 37% on the 2013 figure.

We continued to offer and promote our traditional activities such as the family fun day, a surfing day at Portrush, Day trip to Dublin Zoo and supplemented these with day trips to Kildare Outlet Centre and theatre nights out at Musicals. Whilst participation by members in centrally organised events and activities for the period was down on the previous year satisfaction levels by those who took part in events was high with Just over 97% of participants in events which included the family fun day in Lisnaskea, Family Day at Dublin Zoo, learn to surf, Celtic games and attendance at seven musicals, six christmas pantomimes rated them as excellent and 3% rated them as very good. Details of the range of events are set out in the report on competitions and events in appendix 2.



Affiliated Clubs

During the year we provided funding of just under £100k to our network of geographical based affiliated clubs to support the development of their activities for members. In addition to subsidising the activities of individual members and teams in a whole range of activities and events affiliated clubs also contributed significantly to the work of a number of local and UK based charities through a series of fundraising initiatives. The Association for its part also supported clubs in raising funds of its charity partner AgeNI through a series of fundraising initiatives.

The regional representatives also continued the development of the recognition scheme for members which provides them with an opportunity to recognise and reward 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.

A number of members were recognised under the scheme at the Annual Awards Reception which was held in May 2014.

The addition of new affiliated clubs in Belfast and Lisburn brought the number of clubs affiliated to the Association to 98. Through the grant which is provided by the Association members in affiliated clubs enjoyed a diverse range of subsidised events and activities during the year ranging from the traditional competitions to the less energetic days out.



Participation at the PlayBall facility continues to go from strength to strength, with an increase in the number of bookings from groups such as sports clubs, community groups, schools and governing bodies of sport, resulting in our busiest year since opening in 2010.

The PlayBall Holiday Camps, which provide sporting and leisure opportunities to

young people between the ages of 5-12, had another busy year with the participants enjoying an action packed programme of events over the Easter and Summer holidays. Weekly trips to Belfast Zoo, W5 and the Ulster Folk and Transport Museum were enjoyed by all.

The PlayBall Street Striker Initiative expanded its reach beyond Belfast to incorporate all of Northern Ireland. Young aspiring footballers representing communities from Belfast, Newry, Larne, Derry~Londonderry and Cookstown came together with the aim of encouraging the city's youth to build relationships in a vibrant fun atmosphere. Over one hundred young football fanatics aged 14-17 participated in the competition to showcase their football skills through

street soccer challenges, with the ultimate goal of landing the fantastic prize of a week's trial at Swansea City FC. The winner of the event was Arnas Irzikevicius who impressed the judges and spent four days training with the Premier League outfit.

The staff at PlayBall also forged a successful partnership with the North Belfast Play Forum who organise the hugely popular Midnight Street Soccer initiative. The 5-a-side leagues which are played late on Saturday evenings act as an alternative to youth led violence in interface areas and were organised at regular intervals throughout the year.

We look forward to an even bigger and better 2015!





2014 began with our first venture into radio advertising, with one of our Playball business partners, Citybeat, airing our January membership deal. A 2 week free trial at Activ for all prospective members. This allowed members full access to our Fitness Suite and all exercise classes for 2 weeks when they signed up for the deal any time in January. This meant that February was a very busy month as almost half of our trial members signed up to take full membership, and most of those who

didn't, purchased class passes so that they could still attend the wide range of exercise classes that we have on offer. This option has remained hugely popular with class users, as the pass allows them to avail of 10 classes for the price of 8.

Class numbers again reached new highs in 2014, with our Pilates, Bodyburn, Spin and new Infinity classes proving the most popular. The latter so much so, that we may have to introduce a booking system for it to accommodate the level of interest by members.

May once more brought Belfast City Marathon time, and as always Activ had plenty of members keen to take part in

our relay teams, again raising funds for our NICSSA charity, AGENI.

July saw the launch of the popular Activ Step campaign. Eight weeks membership for just £45, or only £40 when signing up with a friend. Again, we had over 100 new members at the club on a mission to prepare for various summer holiday breaks. As well as Activ Step, we also launched one of our biggest ever Gym Challenges, the Activ World Cup Challenge. This pitted members to compete against each other in a series of group and knockout challenges, finishing in a Grand Final with the last 2 out of an initial 32 members, battling it out for the coveted Activ World Cup. Our Gym Challenges occur every 2 months,

consisting of everything from 30 day challenges, to Summer Shape Ups, and are always very popular with those more competitive members, of which we have quite a few. They also introduce members to new types of workouts and machines that they may not have experienced before.

July also saw an increase in our membership rates, with the monthly fee rising by £1. When you look at the many benefits Activ Members receive, including Social Club and NICSSA membership, as well as our great Membership Plus scheme, we still think it is worth every penny.

Throughout the year we offer members the chance to purchase new Training clothes and accessories through our continued partnership with sports clothing supplier Under Armour. A wide range of practical and stylish sportswear at a hugely reduced price.

The end of 2014 also saw the launch of a brand new Pavilion web site, making it easier for both existing and prospective members to find out all about us, and the great services that we offer, and hopefully in 2015, we will be able to use the site for a state of the art booking system for both classes and gym appointments. Along with our extremely popular Facebook page, we are now reaching more people than ever.

All in all, 2014 was a very productive year for Activ, and even with the competition growing and gym prices falling to offer extremely basic memberships, we still strive to prove that we are more than just a Health Club.

We are confident that 2015 is going to be a great year for Activ. Another refurbishment is planned at the beginning of the year, to update the equipment and layout of the Fitness Suite, with the aim of focusing more on Plyometric and Bodyweight Resistance training, while educating the members in this type of training at the same time. We are also once more refreshing our exercise class timetable and introducing a dedicated Personal Trainer to Activ for the first time.

Health Promotion

Health Works & NICS WELL

Overall Performance

Our health promotion team delivered a total of 117 health promotion/training events during the year. The events ranged from personal health checks to customised training courses for senior managers. Clients were drawn from the private, public and voluntary sectors.



Health Works

In February 2014 we hosted a workplace health and wellbeing event in conjunction with the NI Chamber of Commerce. Representatives from more than 60 companies attended and sampled some of the training services provided by Health Works – sample sessions on offer included “Better Communication is the Key to

Managing Stress” and “Improve Your Mood with Better Food”.

Amongst the new clients to health works this year were Navinet, an American owned healthcare communications network, Invest NI, Belfast Metropolitan College and the Southern Regional College.

The training targeted a variety of needs ranging from carrying out staff health checks to Leading and Managing Healthy Change.



**NICS WELL****Roadshows/Health Checks**

We have now almost completed the third year of the implementation plan for the NICS WELL Programme. Without doubt the highlight of 2014 was winning the Irish News Workplace Health and Wellbeing Award. The judges indicated that the NICS WELL programme was the outstanding candidate in this category.

The WELL Support team engaged with over 8,000 staff in government offices

throughout the country carrying out health checks which include blood pressure, blood cholesterol, blood glucose and body composition testing. Evidence of the impact of the programme on participants is that over 91% of those who attended exhibitions indicated through feedback that they intended to make a positive lifestyle change.

WELL Website

The WELL website has now attracted over 25,000 unique visitors since its launch in September 2012 with more than 51,000 visits. In May 2014 we introduced a new health/medical information feature that enables users to access over 900 medical and lifestyle conditions currently provided by NHS Choices.

Champions

The WELL Champions Training programme has now been accredited by Skills Active and recognised by Volunteer Now. Currently we have trained 129 Champions. The WELL Team celebrated the 2nd anniversary of the programme by holding a Champions Convention at the Pavilion, Stormont on 9 October 2014. The event which was attended by Dr Malcolm McKibbin, Head of NICS, and over 60 WELL Champions provided an opportunity to share the achievement of winning the Irish News Workplace Health and Wellbeing Award with the Champions.

The key theme of the Champions Convention, Positive Mental Health, was carried forward to NICS WELL Day.

Champions organised a wide range of events and activities which emphasised simple things people could do to improve their mental health and wellbeing.

On a final note we are delighted to announce that the NICS has agreed to the continuation of the WELL programme for the next 3 years. After an exceptionally rewarding and challenging year we look

forward to 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 Tuesday 13th May 2014 with over 100 guests representing the network of affiliated clubs and members and staff in the wider NICS. The awards presented on the night were part of the recognition scheme for members and volunteers of NICSSA.

Awards were presented as followed; Sports Person of the Year (The Bloomfield Trophy) was awarded to Frank Graham, Ballymena County Hall – NI Pool League, Club Person of the Year. Frank has won numerous NI individual pool championship titles and recently added to his title collection by winning both the individual and doubles titles. He has represented NI at the European and World Championships.



Club Person of the Year (The Bloomfield Award) was a joint award to Robbie Burrows (NICS Athletics Club & Derek

Forsythe, NICS Bowling Club. Both members have made a significant contribution to their respective clubs over the last 23 years.



Derek Forsythe has been involved with our Bowling Club since he joined the NICS in 1989. Derek was a member of the NICS Senior team who won the Irish Cup and Senior League 1 and has held many senior roles in bowling circles including President of NICS Bowling Club, Honorary Secretary of Private Greens League and still sits on the Irish Bowling Association Council.

Robbie Burrows joined the NICS Athletics Club committee in 2004 taking up the role of Events Organiser in 2006, acting as Race Director for the Club's heavy programme of activity including Belfast Marathon Relay Event, CSSC Marathon and of the Club's Flagship Stormont Cross Country Event.

The Bloomfield Trophy awards which recognise individual contribution to the work of the Association and Sporting Excellence were presented by Lady Bloomfield.

The Volunteer of the Year (President's Award) was presented by David Ferguson to Tommy Nolan from NICS Football Club for his contribution to the development of NICS Junior football. Tommy Nolan has been involved with NICS Football Club for the best part of 40 years. Recognising that the club needed investment in its players



he founded the Civil Service Junior Football Club.

Tommy works tirelessly to promote grassroots football so much so that the club now has over 60 members and 8 qualified coaches. He himself holds a B licence in football.

The Sports Development Award (The Chairman's Award) was presented by David Ferguson and the winners on the night were the Civil Service Junior Football Club for their work in developing grassroots football at the Pavilion. Now formed about three years ago the club over 60 members ranging in age from 5 – 15.

The Team of the Year (The Cliff Radcliffe Cup) was presented to the NICS Squash Club B Team and they received the cup from Cliff Radcliffe on the night in recognition of their achievements

throughout 2013 which included league and Cup double! They won their Division with an impressive 43 points margin.



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 2013.



Once the awards were completed guests were entertained by Fiddler Adam.

Business Plan Performance



I am delighted to present this report, which summaries the progress on the key business objectives set out in the 2014 business plan. A more detailed account on progress against targets for the year is set out on pages 30– 34 of the report.

The 2014 business plan which was agreed by the Association's Council set out a number of challenging objectives and actions which were set out in a balanced scorecard format under serving members and stakeholders; identifying and motivating people; managing money and improving processes.

Against a very challenging economic and trading backdrop we performed very well during the year. Despite the end of a fixed

term revenue grant from SportNI of £30k, the absence of any meaningful sponsorship, and a reduction in demand for Health Works courses we managed to turn a small deficit of £9k the previous year in to a correspondingly small surplus of £30k.

The continued success of PlayBall during the year supported the Association in meeting a number of financial and community outreach targets, most notably in the development of a whole range of new community initiatives including, IFA grassroots football, midnight soccer leagues and the further development of the very popular Street Striker Initiative which was extended beyond Belfast to many other locations across NI.

Whilst there was a reduction in the demand for health and wellbeing courses within the NICS the Health Works team continued to promote programmes to others, agencies within the wider public and private sector and succeeded in delivering a record 117 courses and exhibitions in the year to a range of existing and new clients within the three sectors.

We continued to play a pivotal role in the ongoing development of the NICS WELL programme and reached another milestone in reaching over 25,000 unique visitors to the Well website and in securing the services of over 100 Well Champions in government buildings across the country. We were rewarded for our

endeavours when we secured the Work-Life Health and Wellbeing Award at the Irish News Workplace and Employment Awards held in June 2014 at Titanic Belfast.

Under Membership Services we increased the number of geographical offers in the directory and website to 1800 in 2014. We also fully implemented the new Membership Plus App and associated website which now includes many additional features to promote use and greater access to offers.

Through an extensive programme of marketing and sales initiatives including roadshows in government buildings and representation at Departmental

conferences we managed to achieve net membership growth of 181 which was quite an achievement when viewed against the backdrop of a shrinking NICS. We also developed six new affiliated clubs in Belfast and Lisburn.

With the support of the Membership Services team we developed the programme of activities and events for members across NI and succeeded in introducing several new events to the events calendar.

We concluded a 2-year organisational restructuring programme with the introduction of a new staffing structure designed to meet current and emerging needs of the business and its members.

The successful implementation of the programme was recognised in a very positive report by the Health and Safety Executive which carried out an independent audit with all NICSSA staff to assess the impact of the programme.

Looking forward to 2015, we will continue to develop our client base at the PlayBall facilities, continue 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 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 31 and 32 of this report.

In summary, income for the year was down by £7K whilst expenditure was also down by £46k.

Turning to the detail there were a number of reductions in income during the year – most notably Health works income decreased by £24k as a result of the delivery of fewer courses. This was partially offset by increases in revenue from facilities charges of £4K as a result of an increase in charges to third party users of the Complex, subscriptions of £5k showing the impact of a small number of additional members and an increase of £8k in Playball income.

On the expenditure front salaries were down by £20k reflecting the impact of changes from the organisational restructuring programme which was implemented in May 2014. This reduction was achieved despite losing £30k revenue grant from SportNI for the Sports Development post.

Health Works spend was down by £8K as a result of the delivery of fewer courses during the year. Whilst there were some increases in business support costs in respect of insurance, training and development and consultancy fees these were offset by reductions in marketing, bank fees and VAT-the net result was a marginal reduction on the 2013 position.

Grants to Clubs showed a reduction of £10k on the 2013 figure of which £2k related to a reduction in the fitness room maintenance programme costs and as a

result of five clubs not availing of their grant in the year.

Competition expenditure also fell by £11k showing the impact of a fall in the numbers attending family fun day (the biggest event on the Association's events calendar) and a reduction in the number of members participating in CSSC regional and UK finals.

Interest on loans fell by £3k as we continue to reduce the amount owing on capital development loans.

Pavilion costs decreased by £8K largely due to a reduction in costs associated with the upkeep of grounds.

The reductions in expenditure were partially offset by increases in Playball expenditure as a result the extension of the Street Striker project to other locations throughout NI and depreciation

which increased by £6k following the purchase of small items of capital during the year.

The net result of the movements in income and expenditure during the year resulted in a £29K surplus and an increase in total reserves to £644K.



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	2014 (£)	2013 (£)
INCOME		
Health Works (including WELL grant)	260,970	284,860
Subscriptions	509,605	504,812
PlayBall (pitch hire, summer scheme, grants, advertising)	261,330	253,080
Activ Gym (subscriptions, classes, etc.)	77,794	75,927
Facilities Charges	51,053	46,727
Deferred Income (capital grants amortised)	117,516	118,823
Membership Plus and Marketing Contributions	22,603	22,758
Interest on deposits	82	25
Other income	19,328	20,743
TOTAL INCOME	1,320,281	1,327,755
EXPENDITURE		
Staff Costs	539,593	559,989
Health Works	79,396	86,884
PlayBall	19,980	10,220
Activ Gym	10,458	11,635
Business Support Costs	94,508	95,290
Pavilion Complex expenses	120,681	129,155
Grants to clubs	92,843	102,002
Membership Benefits	24,865	26,380
Competitions - Civil Service Sports Council	2,457	4,789
- NICS Sports Association	4,025	3,683
- Regional Activities	2,932	11,192
Depreciation	274,399	268,466
Loan Interest	24,370	26,869
TOTAL EXPENDITURE	1,290,507	1,336,554
SURPLUS FOR THE YEAR	29,774	(8,799)

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FIXED ASSETS	2014 (£)	2013 (£)
Pavilion Redevelopment	1,370,823	1,463,573
Fitness Equipment	12,254	18,541
Computers and Equipment	13,995	18,504
Outdoor Surfaces and Equipment	1,299,146	1,439,683
TOTAL	2,696,218	2,940,301
CURRENT ASSETS		
Subscriptions due	9,161	16,093
Cash at Bank	25,539	31,731
Prepayments and Accrued Income	21,451	23,704
Debtors control	52,542	27,507
TOTAL	108,693	99,035
CURRENT LIABILITIES		
Bank and other loans	141,968	137,598
Bank Overdraft	21,432	-
Other Creditors and Accruals	32,481	34,067
NICS Social Club	32,739	29,393
Staff Costs Accrual	13,159	17,726
Deferred Creditor	117,516	117,516
Creditors control	66,107	103,576
VAT	25,497	21,943
TOTAL	450,899	461,819
NET CURRENT (LIABILITIES)/ASSETS	(342,206)	(362,784)
CREDITORS DUE AFTER ONE YEAR		
Loans	758,431	894,252
Deferred Income	951,484	1,069,000
	(1,709,915)	(1,963,252)
TOTAL ASSETS LESS TOTAL LIABILITIES	644,097	614,265
REPRESENTED BY: SHARE CAPITAL		
Issued and paid up to date	3,692	3,634
Less forfeited up to date	(2,144)	(2,095)
	1,548	1,539
CAPITAL RESERVE	2,874	2,825
REVENUE RESERVE	639,675	609,901
TOTAL RESERVES	644,097	614,265

Appendix 1:

Corporate Scorecard

Serve our members and stakeholders

Objectives	Measures	Baseline	Targets 2014	Initiatives/Action	Outcomes
S1 Develop the range of services to members	S1.1 User satisfaction levels	80%	85%	(a) Deliver a programme for each of the business areas - PlayBall, Activ, Pavilion etc	Achieved
	S1.2 % increase in participation	888	20%	(b) Develop and deliver a sports and leisure programme for members and their families	Not Achieved
	S1.3 Number of new offers	1288	100	(c) Extend and improve the range of offers/services under the Membership Plus Scheme	Achieved
	S1.4 % Increase in affiliated sports club membership numbers	680	10%	(d) Develop and implement a sports development plan for NICSSA sports clubs.	Achieved
S2 Ensure that facilities are fit for purpose	S2.1 % Reduction in reactive maintenance budget	£35k	10%	(e) Develop and implement a planned preventative maintenance programme for the facilities at the Pavilion.	Achieved

S3 Ensure effective stakeholder relationship management arrangements	S3.1 Completion of Stakeholder list and number of stakeholder engagements	-	Stakeholder analysis	(g) Carry out a stakeholder analysis and formalise relationship management arrangements.	Achieved
S4 Create collaborative partnerships	S4.1 Number of new funding and working partners	2	4	(h) Secure funding and working partners to support further business growth.	Not Achieved
S5 Promote a healthier workforce	S5.1 % Increase in NICS numbers using new WELL website	11,000	25%	(i) Work with NICS, OHS in the development and delivery of the NICS health and well being model and website.	Achieved
S6 Develop connection with local community	S6.1 % Increase in numbers of people/communities engaged	154,000	170,000	(k) Further develop and implement an outreach plan to engage with the local community	Achieved
S7 Develop the customer base	S7.1 Net growth in membership	Core membership 11,000	11,250	(l) Develop and implement a sales and marketing plan to increase the membership base and greater use of facilities	Not Achieved
S8 Develop more effective communication with members and affiliated clubs	S8.1 % Increase in number of web site hits to specific member related areas	2 million	2.4 million	(m) Develop a communication plan to improve engagement between NICSSA and its clubs and members	Achieved
	S8.2 % Increase in the submission of affiliated articles/information for NICSSA website	34	50		Not Achieved

Develop and motivate our people

Objectives	Measures	Baseline	Targets 2014	Initiatives/Actions	Outcomes
P1 Ensure staff/volunteers remain motivated.	P1.1 % of employees with PDPs in place	100%	100%	(a) Develop a learning and development plan for staff and volunteers.	Achieved
P2 Develop staff/volunteers knowledge and skills capacity	P2.1 % of staff and volunteers who feel well informed about the business of the organisation	100%	100%	(c) Deliver biannual business plan progress reports to all staff and annual report to volunteers.	Achieved
	P2.3 % of staff achieving/recording/training/qualification outcomes	-	80%	(d) Introduction of skills passport scheme	Achieved

Improve our processes

Objectives	Measures	Baseline	Target 2014	Initiatives/Actions	Outcomes
I1 Improve operational and administrative efficiency	I1.1 % reduction in operational, administration and energy costs.	£50k	5%	(a) Review key operational and administration management processes	Achieved
I3 Improve organisational health and safety	I3.1 % reduction in accidents and claims	6 personal injury claims 22 reported accidents	50%	(c) Carry out a health and safety audit	Achieved

Manage our money

Objectives	Measures	Baseline	Targets 2014	Initiatives/Actions	Outcomes
M1 Deliver services within budget estimate agreed annually	M1.1 % of services delivered within agreed budget	75%	80%	(a) Regular review of financial performance to take corrective action to ensure income and expenditure stays within agreed budget.	Achieved
	M1.2 Accuracy of estimate versus actual income and expenditure	80%	90%	(b) Production of monthly cash flows and profit and loss statements.	Achieved
M2 Increase alternative and existing sources of revenue	M2.1 % increase in turnover	£1,400m	5%	(c) Review opportunities to maximise income and reduce costs.	Achieved
M3 Fund capital programmes	M3.1 Completion of capital priorities identified and costed	-	Programme Jan 2014	(d) Compile a proposed capital programme masterplan and schedule of priorities.	Achieved
M4 Manage financial assurance and good governance	M4.1 Completion of register and reviews	-	Quarter review of register	(e) Carry out regular risk reviews.	Achieved

Appendix 2: Affiliated Club Reports

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

NICS Athletics Club

Last year was a very active one for the club with some of the highlights being the introduction of 2 new competitions (10 Mile and Half Marathon) for the Ladies, a trip to Majorca for the Palma Marathon and recognition for Robbie Burrows in the NICSSA 2013 awards.

Cross Country- 23rd February

The club's main event is the Cross Country in Stormont. It is also now part of Athletics NI's Cross Country League. Race categories this year included Primary School, U13, U15, U17, Open, Veterans, the Services Cup competition between NICS, NIPS and PSNI and the Civil Service Cross Country Championships. This year's event saw 608 entries in total across all the races with 264 runners in the open race. Mervyn Chambers won the Jim Patterson Trophy for the first NICSAC member and also the 1st Civil Service Vet prize. Naomhín McGarrity finished second in the Civil Service Vets Championship and Anne McNally finished 3rd. In the Services Cup the NICS won both the Male and Ladies trophies.

NICSAC Belfast Marathon Team Relay Competition

This year's Belfast Marathon relay was a busy affair with 14 teams taking part. There were teams from DARD, DSD, DHSSPS and DOJ and two categories were contested; the Male Relay and the Mixed Relay.

Members' 5km Handicap Trail Run

On Friday 19th September the 2nd annual NICSAC members' 5km handicap race took place on the trails in the Stormont estate. 13 members took part in the event. Congratulations to Robbie Burrows and Heidi Rodgers who picked up the trophies for first male and female.

NICSAC Champions for 2014

Men's 10 Mile - Mervyn Chambers in a (1:05:53) at Portaferry.

Ladies 10 Mile - Helen Wyse (1:22:09) at Portaferry.

Men's Half-Marathon - Mervyn Chambers (1:26:21) at Belfast Half.

Ladies Half Marathon - Helen Wyse (1:46:28) at the Ards Half.

Men's 10km - Mervyn Chambers (37:35) at the Seeley Cup.

Ladies 10km - Helen Wyse (47: 09) at Jimmy's Ten.

Competition Series

Male

1st Jim Breen on 186 points (completed 10 events with 4 first places)

2nd Mervyn Chambers on 138 points (completed 7 events with 6 first places)

Female

1st Helen Wyse on 174 points (completed 9 events with 5 first places)

2nd Heidi Rodgers on 113 points (completed 6 events with 2 first places)

Marathon Trip – Palma Marathon (Majorca) - 19th October 2014

The venue for 2014 trip was the Spanish island of Majorca and the Palma Marathon. The event also offered a half marathon option and a 10km. It turned out to be the hottest October weather in Majorca for 60 years! Temperatures on race day reached 33 degrees Celsius. 9

members competed in the 10km, 2 in the half marathon and 5 in the marathon.

London Marathon

NICSAC was represented by Trevor Denton in the 2014 London Marathon and he completed the course in 3hrs 44mins 40secs.

Other events that the club helped to organise during the year included the Greyabbey 10Km & 3 Mile and the Portaferry 10 Mile & Relay both in July.

NICS Bowling Club

New Members

This year we were delighted to welcome three new members Geoff and Jonathan Launchbury and Jim Megrath, who proved to be invaluable members of the Midweek team. They had an excellent season and said they were just sorry they hadn't joined the club earlier.

Opening Day

The opening day of the season saw Mrs Diane Murdock (Presidents wife) give us a lesson in jack and bowls delivery. Presidents Fred and Muriel (Wilkinson) welcomed members to the new season. This was followed by the usual tournament, which was great fun. We

thank the ladies for the usual presentation of lovely food.

Senior Team

In 2013 the seniors didn't get off to a very good start in the league. Following on from a good suggestion, we did some pre-season training and played two friendlies, against Portglenone and Knock.

During the season there was awe had one defeat by 4 shots, two games by 3 shots and two by 2 shots, so there are 15 plus games lost by a very small margin. To counteract that sad tale we did have two wins by just one shot. Having the third best shot difference in the division with plus 237, we eventually finished in a clear 4th place.

Midweek Team

Our Midweek team, playing in the First division had some great wins, beating two of the top five teams, Larne and Downpatrick both away from home. Although finishing in the bottom half of the league, we were well clear of the relegation zone. We were one of only 7 teams finishing with a positive shot difference. We ended up winning seven and losing seven, a very good performance in a very competitive league.

Veterans Team

This year saw the demise of our Vets team. We had previously entered two teams in the Vets league, then only one, this year none. During the previous years we had league and cup wins, also N.I. Vets

Singles and Pairs wins. Not a bad record. The reason for no team is lack of players available.

NICSSA Annual Awards

At the NICSSA Annual Awards Derek Forsythe was awarded as the Club Person of the Year. (Known also as the Bloomfield Trophy). We congratulate Derek on receiving this award. Derek is a very well respected figure in the world of bowls. A recent President of the PGL, the club are very fortunate and all the richer for having Derek as one of our members.

Members Effort

Norman Shields was the force behind the design, printing and distribution of posters and flyers to advertise and invite all Civil

Servants in the Stormont area to attend a promotion of the bowling club. President Fred had two works outings to the Bowling Green, each time having a couple of rinks of very enthusiastic beginners. Fred impressed his colleagues with his enthusiasm for the game. Our thanks go to both of them.

Annual Dinner & Awards

Our Dinner was attended by IBA and PGL presidents Errol Whitten and Pat Butler Alan Montgomery won the Open singles for the ninth time.

Sponsorship

Finally we would like to acknowledge the generous sponsorship of TR Logistics through Mr Paul McKeown.

The Ladies team was challenging for the league for most of the season and fell just short. In their championships the Ladies had 5 competitors through to the semi-finals, however none could make it through to the final unfortunately. The success of the ladies team was rewarded with 4 players being selected for the NIWPGL team, Wilma Adair, Pat Horner, Carmel Murtagh and Patricia Ross. Congratulations to these 4 ladies.

2015 promises to be an exciting season for NICS with the Ladies having Ellen Gordon as President of the NIWPGL this year and NICS will host the NIWPGL flag unfurling on 9 April and later in the year the NIWPGL Finals.

NICS Bowling club offers free coaching at the green, beside The Pavilion, every Saturday morning 10-12 on Saturday morning throughout May and June. You do not need to be a member or have equipment to give bowls a go, just turn up with flat soled shoes.

NICS Cricket Club

2014 proved to be a busy and fruitful season on many fronts for the Cricket Club. New Club Chairman Ivan McMinn hit the ground running, and demonstrated himself to be a capable and enthusiastic manager of the Club's business.

Nigel Jones's 1st XI visited The Lawn to defeat North Down in the Final of the Twenty20 Cup, and later visited The Green where they narrowly defeated Waringstown in the final of the Challenge Cup. A couple of close calls left them in third place in the League. Nigel will not be with the club in 2015 after 8 years as Captain. Best wishes to Nigel for his

future. Good luck to new Club Captain, Andrew Cowden.

The Club bids farewell to Griffin Nieuwoudt, professional for the last 3 years, and welcome to Mansoor Amjad who takes his place in 2015.

The 2nds, under new captain Colin Andrews, also finished in 3rd place in their league, and were unlucky to exit the Ulster Plate on the wrong side of a bowl out. The Thirds were the only 3rd XI in a section of 2nd Xis and despite their best efforts went back to section 3.

The 4ths & 5ths managed steady seasons, and the 6ths, almost in spite of themselves, achieved promotion to

section 8 – good luck in 2015 to new skipper Alec Craig.

The Junior cricketers find themselves in an increasingly structured developmental framework as the aspirations of Cricket Ireland filter down. The opportunities for Junior cricketers to travel and compete at higher levels are expanding, and the Club has responded well to the new challenges, putting together a formidable coaching team to steer the youngsters, whilst still providing enjoyable cricket for all the junior players.

The Club was one of only three in the NCU with representatives in each of the Junior age groups of the NCU coaching squads.

Once again the Club is indebted to the many parents who help out with the arrangements for the juniors. Whilst success at all levels is the goal to be applauded, this can only be achieved while the players, and their support teams are finding their cricket enjoyable, and the enthusiasm of drivers, part time coaches, helpers, scorers and everyone involved is manifest to anyone visiting a junior game.

New nets have been installed; 2 new bays which greatly enhance the practice and coaching facilities at the Club, and the prospects of a third bay beckons for the 2015 season. The Committee hopes to continue to develop the facilities available to the Club's players and membership.

During the coming season Stormont will host a number of high profile games, including hosting qualifying games for the world Twenty20 competition, when teams from 4 continents will visit. Stormont will also host the visiting Australian team in August.

Groundsman Phillip McCormick will not be alone in hoping for better weather than occurred the last time the Twenty20 qualifiers visited. On that occasion Phillip's efforts, in horrid conditions, won him European Groundsman of the Year.

Thanks go to the Club's sponsors and all those, too numerous to mention, who lend their support to the activities of the Club in any way.

The prospects for 2015, therefore, are good for another enjoyable and successful season in 2015.

NICS Football Club

Introduction

The football club is currently split into three sections; the Senior club which comprises two teams both playing in the Amateur League Divisions 2B and 3E respectively, the junior section which comprises three teams under eleven, under thirteen and under sixteen all three teams compete in in the South Belfast League and then our Irish Football Association (IFA) Grass Roots teams at under ten, Under nines and under eights.

Senior Club

The senior club continues it's on field rebuilding under the management of Noel

Johnson assisted by Alvin Bell and they are in turn supported by Matthew Montgomery and Samuel Dunwoody who look after the second team.

Our rebuilding programme has seen a number of new faces join the club and training nights are better attended than in previous years due to the new methods of coaching which Noel has introduced and the players seem to be enjoying. This has resulted in an improvement in the playing standards and although results on the field do not always reflect the hard work and commitment of everyone we are convinced that the club is moving in the right direction. Small but constant improvements.

Junior Club

The junior section of the club is divided in two camps with three junior teams and three grassroots teams. Tommy Nolan is the main contact and Head Coach for this important aspect of the clubs development. Tommy is also a member of the clubs committee and our representative on the NICSSA sports sub-committee.

The junior club has eight qualified Coaches who with financial support from NICSSA have all obtained their IFA Grass Roots Introductory award and progress on to the IFA Level one qualification. We also have a number of coaches who have obtained their Level 1 disabled award.

Our junior coaches are supported by three parents whose assistance on coaching nights and match days is invaluable.

The junior club has three teams in the South Belfast league the under sixteen with fourteen players and the under thirteen team with fourteen players compete in full eleven a side matches and the under elevens with 10 players compete in nine a side games

During the year past the junior club held a coaching academy at the Pavilion which was run jointly with Rangers Football for eight weeks starting in May. Ties with Rangers Football Academy where further strengthened when an invitation was received for our under Thirteen team to

play to attend Ibrox stadium for a tour of the complex and a match against a Rangers Under thirteen team.

Grassroots

The grass roots section of our club continues to grow and develop and we believe is the most important aspect of our clubs overall development. We currently have over forty players participating in three teams from under eight to under ten.

NICS Golf Club

The Golf Club organised several major golf competitions during 2014.

NICSSA/CSSC HANDICAP COMPETITION (Convenor - Eamonn McCarron)

The Handicap Qualifier was played at Lurgan Golf Club on Friday 25th April 2014 with 86 players taking part. The winner was Colin Harney, DETI with a net 66, followed by Jim Liddy, DOE, 67, Gary McCandless, DFP, 68 and Nigel McMahon, NI Water, 69. Two players had net 70s – Stephen Steele, DRD and Eamonn McCarron, DSD. As Jim Liddy and Stephen Steele were unavailable for the National Finals, Foster McFerran, NI Water and Keith Baker, DRD took their places.

SCRATCH CUP (Convenor – Tim Johnston)

32 golfers entered the 2014 Scratch Cup, which was played at Lisburn Golf Club on Friday 23rd May 2014. The event was played in ideal conditions and the course was presented in great condition. Conor McCaughey, DSD with a magnificent 72 (playing off 3) won by 4 shots from Ansley Stewart, DRD, 76, followed by John Taylor, NI Water, 80, Roy McGrath, retired Local Government Auditor, 84, Paddy Kearney, DSD, 84 and Glenn Parker, DEL, 86. The Scratch competitors were joined by 12 ladies who held their qualification for the National Finals to be held in September in England. The two qualifiers were Sandra Millar, DFP and Deirdre McSorley, DOE.

NICSSA OPEN – (Convenor - Kevin McKeown)

68 players entered the annual Open which took place at Balmoral Golf Club on the 27th June 2014. The course was in good condition and playing tough with few players breaking their handicaps. The winner was Gary McCandless, DFP followed by Andrew Hay, DOE, Richard Parkinson, DRD and Joe Connor, DSD. As Joe Connor was abroad for the NICSSA Matchplay Finals held at Carton House, Maynooth, Kildare on 28th and 29th September 2014 he was replaced by 5th placed player, Kevin McKeown, DSD. Kevin McKeown beat Richard Parkinson in the final to retain the title he won last year.

CSSC NATIONAL HANDICAP AND SCRATCH FINALS – Forest Pines Golf and Country Club, Brigg, N Lincolnshire on 10-12 September 2014

A team of 14 golfers from NICSSA represented Northern Ireland in the CSSC (Civil Service Sports Council) National Scratch and Handicap Finals at Forest Pines Golf and Country Club, Brigg N Lincolnshire on 10-12 September 2014.

The NICSSA Handicap team was made up of Colin Harney, DEL, Gary McCandless, DFP, Nigel McMahon, NI Water, Eamonn McCarron, DSD, Foster McFerran, NI Water and Keith Baker, DRD. Conor McCaughey, DSD, Ansley Stewart, DRD, John Taylor, NI Water, Roy McGrath,

retired local government auditor, Paddy Kearney, DSD and Glenn Parker, DEL competed in the Scratch Final.

Two ladies, Sandra Millar, DFP and Deirdre McSorley, DOE competed in the Ladies Final.

The Finals were held over the next two days in balmy conditions. After Day 1 Sandra Millar led the Ladies section with Conor McCaughey just one shot off the pace in the Scratch section. Day 2 was more fruitful with Keith Baker winning the best round in the Handicap section and Ansley Stewart in the Scratch section. Conor McCaughey maintained his early form taking fourth overall behind the seven time winner Andy Minnikin from

England. However pride of place goes to Sandra Millar who led from wire to wire and is now the National Ladies Champion for 2014.

NICS Rambling Club

2014 was another year of varied walks for NICS Ramblers, the club continuing to offer walks at the weekend, evening, Sunday afternoons and also a number of walking holidays.

The year's programme opened in the Mourne on 11 January with a walk up Slieve Donard – the group taking the “back stairs” route up Thomas's Mountain.

The first holiday of the year was in April, a week in the Bantry area using the now familiar – and cost-effective- method of an Ulsterbus tour. The group enjoyed three good walks in reasonable weather including the Sheep's Head Path, Whiddy Island and the Beara Trail.

Walking holidays outside Northern Ireland are an important part of the club's activities, one of the main events being a walk along a National Trail or equivalent in Great Britain.

In May a small group visited Scotland to walk in the footsteps of Scottish folk hero Rob Roy - a 77-mile trail from the little village of Drymen, north of Glasgow to Pitlochry. Being Scotland needless to say the scenery was magnificent but as usual, it was the people one meets along the way that make these weeks so enjoyable. These included an interesting discussion with Scots nationalists - just before the referendum - and a sheep dog demonstration only using geese instead of

sheep – with the “shepherd” hailing from Omagh.

June was busy – the club became the first walking club to walk over the new Sam Thompson Bridge in Victoria Park. This was followed by a five- night visit to the Lake District where a small group started from the picturesque village of Pooley Bridge. Apart from the first morning when the group climbed its first mountain - High Street - in mist and rain, getting slightly lost in the process, the weather was very kind and there were great views across the Lake District. The visit climaxed with a walk up Scafell Pike the highest mountain in England, once again in the mist.

For outgoing club chairman, Ivan Baxter, the walk up Scafell Pike was particularly memorable as he had tried but failed to climb the mountain a number of times since first doing it as a twelve year old Scout.

At the end of June the club made its usual pilgrimage to Dublin to walk around Howth Head – in glorious weather followed by equally glorious fish and chips.

The club is always looking for new walks and In August a group travelled to Limavady to walk around Roe Valley Country Park.

The final holiday was in late September and early October when a party of twenty-two members travelled to the eastern

Algarve region of Portugal. This was an extremely enjoyable mixture of walking and sightseeing in glorious weather, based in the beautiful seaside town of Tavira near the Spanish Border. The visit was crowned by a superb hotel, wonderful food and as usual great craic.

As in previous years the club's programme includes evening walks in the summer months and Sunday afternoon walks during the spring and autumn. The club is now offering almost fifty walks of different types and difficulty and something for everyone whatever their interest or fitness levels.

The club's membership continues to grow with six new members joining during the year.

The club looks forward to another year of walking in 2015, with holidays in Co Clare, the Lake District, Yorkshire, Scottish Borders and Morocco in the pipeline.

NICS Rugby Club

The rugby club, founded in 1922, is currently approaching its centenary and finds itself in rude health. Initially providing rugby for adult males this has since extended to include a thriving minis section, followed more recently with the addition of a growing youth section and now preliminary plans in place to offer ladies rugby too.

We have embraced the challenges of extending provision where other clubs have either retained solely adult rugby or attempted and failed to establish youth and/or mini sections. With growth in all sections we enjoy an optimistic outlook moving forward.

The adult section is growing again, with the 1st xv playing in the Ulster Qualifying League Section 4 and the 2nd xv playing in the Ulster Minor leagues. This is a big season for the 1st xv with Ulster Rugby restructuring the Qualifying Leagues and finishing in the top three imperative to retain Qualifying rugby. Currently the 1st xv are second and are one of only two sides to have defeated the league leaders.

The 2nd xv are now a competitive unit, with the adult section buoyed by the first fruits of youth players feeding through from our own section into the adult sides, a young and very eager side who are improving week on week. With improved performances on the pitch numbers at training on Mondays and Wednesdays are

increasing too, testament to the effort of the coaches, captains, team managers and players.

The youth section fielded a new u15 side four years ago and now for the first time in the history of the club, fields three sides – u14 xv, u16 xv and u18 xv representing the club and travelling the length and breadth of the 9 counties of Ulster Branch of IRFU including Cavan and Virginia to name only two. Like all clubs with youth sections we face the same challenges of building sides without competing for or drawing on players from rugby playing schools, however unlike other clubs we have added new teams each year for the last two years whereas other clubs have shrunk or dropped youth sides. Players are

presently drawn from 11 different schools in the wider catchment area including Belfast, Dundonald, Holywood, Bangor, Newtownards, Downpatrick, Moneyreagh and Carryduff. As is the case with the adults, the youth section train Monday and Wednesday evenings on the Everglades. Of our near neighbours CIYMS, Grosvenor, Cooke, Holywood, Bangor, Ards and Donaghadee only Ards have any youth sides.

The minis section offers rugby for primary 1 pupils and older. Saturday mornings see c.180 players attend training across 7 separate age groups. If not the largest minis section in Ulster Rugby we certainly have one of the biggest, drawing players from c.15 primary schools. When we play

other clubs there are typically c.300+ minis players (& their parents) gracing the pitches. Each end of season we host and run well attended festivals with invitations sought after. The minis section have proven to be very successful tourists too, regularly attending the Dalzell tournament in Scotland each season and returning with trophies.

Both the minis and youth sections have re-established connections with clubs we had historically had relationships. Additionally, the ethos of the club is very much cross-community, reaching out and drawing players from non-rugby schools and all religious denominations. As part of our recruitment, coaches go into local schools delivering adhoc training, plans are being

reviewed to extend this to recruit a Cross Community Rugby Officer to extend our reach and increase our numbers.

The coaching structure to support this includes, 1 Head Coach for the adult section, 6 youth coaches and 24+ mini coaches – all with IRFU accreditation. There are never too many coaches and new volunteers are always welcome and will be put through accreditation.

We like to think we are good hosts, and echo the words of many of our visitors, and proudly say our front pitches are amongst the best in Ulster !

Volleyball Club

Civil Service Volleyball Club continued into another year of its development with a major push towards specific coaching for our junior members.

The coaching for the juniors is already showing significant improvements in both their skill and fitness levels. We now have 3 boys in the Northern Ireland U17 squad.

Both the senior and junior members are benefiting from the experienced coaching brought in by our club captain who has played volleyball in England at the highest level.

In the 2013/14 season the Men's 1st team continued to compete in the Northern Ireland Volleyball League playing home matches at Methody in South Belfast and away matches throughout Northern Ireland. Our successes in the 2013/14 season include runners up in the NIVA Division 1 league and semi finalists in the NIVA Cup.

To promote development in the club will be entering an additional junior team in the Northern Ireland league in February with the focus on the junior players receiving significant court time to improve their match play.

Meanwhile they are regularly playing friendly games against more experienced opposition and are holding their own.

In September 2014 we competed in National Civil Service Volleyball Championships in Loughborough, entering teams in both the men's and mixed competition. The men's team were narrowly beaten in the semi finals of their competition and finished an admirable 3rd place against some quality opposition.

Similarly the mixed team reached the semi final stage but were defeated 2 sets to 1 in a close 3 set match by the eventual winners of the tournament. The mixed team went on to win the 3rd / 4th play off

easily to end the tournament with a respectable 3rd place.

We continue to advertise for new members to strengthen our squad and are present at every national event to promote the sport of Volleyball.

Squash Club

2014 was another successful year for the Civil Service Squash Club. Following on from the A team's first ever success of the Ulster Squash Premier League in 2012, the B Team followed this in 2013 with a league and cup double; In 2013/14 the C team completed a hat trick of league titles for the NICSSA Squash Club in three years by winning Division 3 with a strong team.

Congratulations to team members:

- Michael Dennison
- Dickey Hedley
- Billy Kane
- Clive Gilmour
- Billy Bell
- Roy Skillen
- Cecil Millar

The club has grown in numbers in recent years, notably due to players wishing to play in the premier league with our top two teams (A team and B team) now playing there. This has resulted in the C team gaining a few experienced players from the teams above. A strong team was put out each week in Division 3 by the C team resulting in a comfortable league victory.

The A and B team both finished as expected in mid table positions in the premier league for 2013/2014. In what could be described as a learning curve for the recently promoted B team, a few noticeable scalps were achieved, none more so than completing two victories

over the A team in the season's league fixtures. The A team would no doubt point to injuries to key team players, but credit were credit is due to the young cubs in the B team.

The A team finished a few places away from the dizzy heights of top spot as in 2012, but as highlighted above injuries have hampered the performance of the team. We all wish a speedy recovery to long term sick note Steven McMurray and hope his knee allows him back on court very soon.

A number of players in both premier league teams reaped the benefit of a Sports Development Grant from NICSSA Sport and Leisure. A number of coaching

sessions were provided over the summer of 2013 with noticeable improvement for all players who took advantage of the coaching sessions. The Squash Club would like to take this opportunity to thank NICSSA Sport and Leisure for the coaching grant.

Hockey Club

In some ways this was the most challenging year to date of our 4 years as a unified Hockey Club. We started the year with having to deal with the consequences of a loss of personnel particularly from the Men's teams and this was reflected in our 1st XI being bottom of the Premier League without a win.

That we overcame these challenges and ended the year in much better shape, speaks volumes for the strong Civil Service sports people and strong characters who stepped up to the plate. The Men's 1st XI turned things around and stayed in the Premiership after winning a relegation play-off against North Down in April. Then

a few weeks later, they exceeded expectations beating more highly rated teams to reach the finals of the end of season Anderson Cup.

Our team of the year was the Ladies 2nd XI who having been promoted the previous season finished in the top half of their new league and reached the Plate final of their Cup competition.

Come the new season in September, we had an influx of fresh blood with many younger players joining us and all the Mens and Ladies teams have enjoyed better results. There are hopes to field a Ladies 4th XI next season. We have also had a revival off the field with an active social events team headed by Aimee Craig

and Shannon Browne, culminating in a pre-Christmas Mask Ball.

Our Youth Training for both men's and ladies remains strong. Hannah Cooke and William Willis (with help from many volunteers) have continued and reinforced the Club's long record of sterling work. Our youth section for 8 to 14 year olds is now over 140 strong and there is a waiting list to join. Our under-11 boys won their age group competition and the under-11 girls reached the final of their competition.

In August, after a break the club organised its Men's and Ladies Invitational Tournament over a weekend. This event attracted participation from outside

Ulster. The weekend was a great success both in playing and social terms and was reflected in the feedback from the participating Clubs.

In the wider Hockey community, the Hockey Club contributes through the likes of Gareth Herron (umpiring), Gareth Grundie (coaching) and Billy Gilmore (general administration). Within NICSSA, Marty Childs, Simon Black, Gary Posnett and David Jackson were on the Management Committee of NICSSSC, with Gareth Herron as the NICSSA Pavilion Sports Representative.

As it is a NICSSA annual report, mention has to be made that at the start of 2014, Neil Gilmore, the former Chairman of the

Men's Hockey Club and vice-chair of NICSSA passed away after a long illness. Neil continues to be held in high esteem by all those who remember him.

Finally, we are grateful for all the support which we receive from the staff at PlayBall, which helps to make our job easier.

Archery Club

In many respects 2014 has been a good year for the club following on from the flooding damage from the previous year. Club evenings both indoor and outdoor have been very well supported and our facilities at the Pavilion especially over the summer months have attracted many visitors from other clubs.

Tournaments

Over the last year, the club has hosted 5 tournaments, 3 indoor and 2 outdoors. Attendance at all competitions has been good compared to other clubs and we hope the upward trend in attendance will continue into 2015.

Beginner's courses

3 Courses were run this year with 23 successful candidates. It is hoped to run another course within the next few weeks.

Civil Service National Championships

After a break of one year, 7 members of the NICS club travelled to the competition this year which was held in Huntingdon, Cambridgeshire.

Teams brought home gold and bronze awards.

Special congratulations to Burleigh who in his first championships picked up two trophies. Next year on the 4th September 2015 we will be hosting the championships in Belfast at the Pavilion

with top archers from all over the UK in attendance.

Star performer

This year one of our club members, Darrel Wilson in addition to setting new Irish records has been taking part and winning some high profile competitions both throughout the UK and Internationally.

In addition to currently being ranked no1 in Ireland, Darrel was placed 17th in the World cup which took place in Turkey. Congratulations to Darrel and we wish him well in 2015

Civil Service Archery Association Winter League

A number of club members have again entered this National competition over the winter months which include both indoor and outdoor competitions.

Again trophies were picked up in several categories.

New web site

The club has recently launched its new website (<http://www.nicssa-ac.org.uk/>) and it is hoped over the next few weeks to add in additional features such as photographs, competition dates/entry forms and information on beginner's classes.

Cycling Club

Cycling has really taken off in Northern Ireland in the past few years with the Giro visiting in 2014 and legacy events to be held in 2015. Cycling is a great way to see new places and improve your overall fitness.

The Civil and Public Service Cycling Club was set up to encourage people to cycle more. It hosts a range of regular cycle rides catering for people of all abilities. There are regular lunchtime rides from Stormont and Belfast City Centre, with longer Friday afternoons rides around once a month during the spring, summer and autumn.

Club members are out most weekends, with people heading out from Belfast, North Down and Antrim most Saturdays or Sundays. Those of an off-road persuasion are also catered for with a weekly lunchtime rides from the City Centre. In 2015, there will also be an opportunities for receive mountain bike skills training from qualified instructors for people who're looking to learn or improve their off-road skills.

Insurance isn't always the first consideration when taking up a new sport. Unfortunately, if you cause injury to another person including the person you're cycling with or damage another person's property then you are liable. CPSCC members are all licensed through

Cycling Ireland for all non competition training, CPSCC Club outings, including biking to work as part of training and the events held by other clubs where a £2 day licence is required. This gives us Third Party Insurance and includes a £2500 Personal Accident element in the event that you are injured while riding your bike.

The cost of the Insurance and licensing with Cycling Ireland/Ulster and membership of the CPSSS for 2015 is only £45 per annum.

Ultimately, the CPSCC is about encouraging people to get out on their bike, make new friends and have a great time. You will be made most welcome to join us whether it is on a weekly training

ride or just to join us on a Coffee and Cake shop run.

If you would like to know more about what we have planned for 2015, please contact:

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Craig.donnachie@dhsspsni.gov.uk

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Appendix 3: Competition & Events Reports

Celtic Games

2014 was the turn of the Scots to host the Celtic Games, with the Games taking place at The Peak Sports Village in Stirling from Thursday 29th May – Saturday 31st May 2015. Around 140 competitors made the trip from Northern Ireland, Wales and the Republic of Ireland to join the Scottish competitors in a number of sports including football, basketball, rounders, indoor hockey and badminton. The two day event was rounded off with a meal

and entertainment provided by the host nation.

The Northern Ireland team rounded off the trip with a visit to the picturesque surroundings of the World Famous Stirling Castle. 2015 and its Northern Ireland's turn to play host again, with the event taking place at The Pavilion, Stormont from Thursday 28th May – Saturday 30th May 2015.

Kildare Shopping Village

2014 saw the introduction of a new event to the NICSSA events calendar for members and their families in the form of a trip to Kildare Shopping Village, just in time for Christmas shopping. The event involved coach transfers to and from the

outlet with coach pickups organised along the route for members to avail of, with members being picked up in Coleraine, Ballymena, Antrim, Belfast & Sprucefield.

In total, 25 members and their families attended the event. At £15.00 per person, the event represented excellent value for money, as well as providing members and their families with an enjoyable and fun filled day out. NICSSA will certainly be building on the success of our first trip to Kildare Shopping Village and will return it to the events calendar in 2014.

Family Fun Day

On Saturday 17th August 2014 around 125 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.

Once again, the weather was kind to us on the day, although we did get a few showers thrown in, this would not put the enthusiastic members off one bit. Many of the attendees were still ready to get wet

anyway, 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 their journeys home.

Learn to Surf

Once again for the third successive year, NICSSA presented members with the opportunity of some surf tuition with Troggs Surf School at the North Coast Watersports Centre on East Strand in Portrush. For a Saturday in September, the weather that we had was brilliant and just the right conditions for surfing. The groups were split in two, with groups alternating between surfing tuition and beach games, such as beach volleyball and a treasure hunt.

This event is an excellent opportunity for members to attend and learn an activity that in other cases, they perhaps wouldn't

get, so it is an event that we hope continues to be attended well each year.

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. This year, based on feedback from a number of members, we introduced a couple of new venues to the list, at the Market Place Theatre, Armagh and The Courtyard Theatre, at the Mill, Newtownabbey. The first pantomime was Cinderella at the Strule Arts Centre in Omagh, where 17 NICSSA members and their families attended the performance. Next up, it was a visit to the Braid Arts

Centre in Ballymena and a performance of Jack and the Beanstalk. In total, 25 members and their families attended this event. Our first visit to the Market Place Theatre in Armagh was next, and a performance of Scrooge's Christmas. 17 NICSSA members and their families attended this event, which represented a good start for our first visit to the Market Place. The performance of Sleeping Beauty featured at the Courtyard Theatre at the Mill which was attended by x members. The Riverside Theatre is always a popular choice for our North West members and 2014 was no different, as 50 members attended the performance of Goldilocks and The Grumpy Bears. For the Belfast performance this year, we once again attended The Belfast Lyric for a

performance of Sleeping Beauty, which was enjoyed by 108 NICSSA members. The beginning of 2015 saw the conclusion of our pantomimes programs, with shows taking place at the Millennium Forum in Derry and the Ardhowen Theatre in Enniskillen. 31 NICSSA members and their families attended Jack and the Beanstalk at the Millennium Forum, with a further 18 members attending Mother Goose at the Ardhowen.

2015 will see the continuation of our Christmas Pantomime programme of events. Information on all pantomimes

will be released towards the middle of the year, so keep your eyes out for the monthly NICSSA ezine newsletter for further information.

Musicals and Shows

Grand Opera House and Millennium Forum

Once again in 2014, the opportunity to purchase discounted tickets for shows and musicals proved popular amongst our members. The shows on offer to members at both the Grand Opera House and Millennium Forum proved very varied, and

included Dirty Dancing, Scooby Do, Shrek the Musical, From Camp to the Creggan and Oliver.

We will continue to offer members the opportunity to attend these shows, so keep a look out for what is coming up through the revamped NICSSA website, as well as the NICSSA monthly ezine.

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