

2016

Annual Report & Statement of Accounts





September 2016
NICS Well
4th Anniversary

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COUNCIL MEMBERS

President Sir Malcolm McKibbin

Chairman David Ferguson

Vice-Chairman Gerry Cosgrave

Honorary Treasurer Michael Carson

Chief Executive Gerry Kelly

Affiliated club representatives Siobhan Smyth
Kitty Brown
Peter Close
John Mulgrave
Val Russell

Elected representatives

Bertie Ellison
Lynda Sloan
Ward McConkey
Chris Heatley
Colin McWhirter
Carol Warke

Social Club representative

David Reilly

Pavilion based sports club representative Gareth Herron

President's Foreword



I am pleased to introduce this report which reflects the continued progress of the Association during 2016 in providing members, the NICS and the community at large with a wide range of sport, leisure and health and wellbeing services and activities.

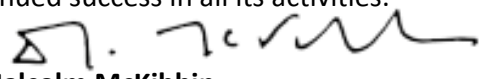
I am particularly pleased with the continued success of the Association's health and wellbeing initiatives, particularly the WELL Programme which continues to make a very valuable contribution to workplace health and wellbeing within the NICS at a time when it is needed. I believe that the programme, along with the many other lifestyle and health promoting activities that the Association has on offer plays an important role in promoting the benefits of a healthier lifestyle and in helping to sustain morale at a time of unprecedented change and challenge for all those working within the NICS.

Throughout the year the Association has continued to grow and enhance the services

and facilities that it offers to its members, the NICS family and the wider community. This was clearly evident by the delivery of new regional events and activities for members, training and educational services under the new Findout brand, the continued enhancement of facilities at the Pavilion Complex and the increased number of community and charitable events held at the Pavilion Complex.

I would like to thank all those who give so freely of their time to promote the work of the Association-your dedication and commitment is acknowledged and very much appreciated.

Finally, as I will shortly be passing on the Presidency of the Association to my successor I would like to take this opportunity to wish the Association continued success in all its activities.


Sir Malcolm McKibbin
President

Chairman's Introduction



Overall, 2016 has been another year of notable success for the Association and its members.

Continuing to develop a wide range of services and facilities for members remains at the very heart of everything that we do, and this was clearly evident during the year in the geographical spread and volume of our activities and services that we delivered to members. We introduced a number of new events and activities, including a relay marathon event to raise funds for Transplant SportNI as part of Belfast marathon day, and due to popular demand reintroduced the summer soccer league at the Pavilion. In addition to the introduction of new workplace and sports clubs including the NICS Fencing Club we also continued to develop our existing clubs through a sports development grant aimed at improving playing and coaching standards. In the area of technology, we introduced a new app for booking exercise activities at Activ Health Club to provide members with greater

accessibility to a wide range of exercise classes that we offer.

We played an important role in supporting wider community objectives by hosting a number of local and international events at The Pavilion, Stormont. The most notable of these was the International Hockey event which brought together teams from Spain and Canada in a series of fixtures with the Irish Men's and Ladies' Teams. The event attracted over 2,000 spectators to the complex during the period and was not only a success in raising our profile in the area of event management but also in showcasing and promoting the facilities at the Pavilion to a local and wider international audience.

We also played host to local community and charitable initiatives, including multi-cultural sports events, football and rugby academies and a number of fundraising activities which succeeded in raising over £1m for several local and UK based charities. This was in addition to the continuing support that we

give to our charity of the year, Transplant Sport NI, which we adopted in memory of our much-loved colleague Janet Coleman who passed away in May 2015 after a short illness.

On the health and wellbeing front we delivered over 90 courses throughout the year to NICS Departments and to a range of organisations in the wider public, private and voluntary sectors. We also continued to develop our relationship with the Northern Ireland Civil Service through the delivery of the WELL programme, which saw the recruitment of over 100 workplace WELL champions and attracted over 38,000 unique visitors to its website.

We continued to develop our facilities at the Pavilion for members and users through the upgrade of the floodlighting on the international hockey pitches, the development of new international wickets on the front cricket pitch and the upgrade of office accommodation in our Playball facility

to provide for hosting Cricket Ireland. This was in addition to the provision of new equipment for a number of our workplace-based fitness sites.

On the broader business front the year was not without its challenges, one of the most significant being the negative impact on membership numbers following the implementation of the final phase of the voluntary redundancy scheme in the Northern Ireland Civil Service. Despite this backdrop and other very challenging economic and trading conditions we recorded a modest surplus on our account for the year.

As ever, none of this happens by chance. It takes a great deal of work on the part of a large number of people, and I would like to take this opportunity to convey my wholehearted thanks to the Council, Executive, staff, committees and numerous volunteers who give of their time to further

the work of NICSSA. Your contribution is very much appreciated.

Finally, as I said at the beginning of this introduction, members are at the heart of everything that we do. We will, over the coming year, continue to develop the range of services and activities that we offer to our members across the organisation. We will also look to further develop our facilities in ways that ensure they continue to match the high standards we aspire to and remain among the very best available.



David Ferguson

Chairman

October 2016

Carlisle House Weekend Ramble
Mount Errigal, Donegal



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 the WELL Programme and partners through the Health Works programme;

Sports and leisure

- Promotion of sport and leisure activities to just under 10,000 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 Complex 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 our members and NICS staff 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.

Values

In pursuing our mission we have a number of fundamental values or guiding principles that remain at the heart of the way we conduct ourselves at all levels of the organisation.

Honesty: being open and honest in all our dealings with our customers and stakeholders and maintaining the highest integrity at all times.

Results: showing pride, enthusiasm and dedication in everything that we do and achieve. We are committed to delivering high quality activities and services.

Professionalism: at all times acting with integrity, providing quality service, being reliable and responsible.

Accountability: accepting our individual and team responsibilities and working hard to meet our commitments. We take responsibility for all our decisions and actions.

Teamwork: listening to and respecting each other whilst working together to achieve mutually beneficial results.

Customer: enjoying and valuing their custom, aiming to please, ensuring that our service is timely, responsive, proactive, and above all that it meets their needs.

Personal Development: valuing learning, feedback, coaching and mentoring and continuing to develop our team of people.



Review of Activities

Introduction

This review provides a summary of the activities that the Association delivered to members during 2016.

More detailed reports on the activities of each of our affiliated sports clubs together with reports on competitions and events that

we delivered during the year are set out in **appendix 2 and 3** to this report.

Members remain at the heart of what we do and we hope that this is clearly reflected throughout this report which sets out the activities and services that we have delivered to members during 2016.





Membership Services

On the membership front it was a particularly challenging year for the Association with an 18% reduction in our membership base following the roll out of the Voluntary Exit Scheme (VES) within the NICS, the restructuring of Government Departments and the relocation of NICS staff. During the year we recruited 760 new members, an increase of 106 on 2015 position. However we lost 1276 members resulting in a net loss of 516 for the year- the vast majority of these lost as a direct result of VES.

Conscious of the need to continue to provide value for money services to our existing members we continued to enhance the Membership Plus Scheme by introducing additional offers in a range of high street outlets across the country. During the year we secured and

maintained over 1850 offers for our members, in a range of lifestyle and leisure outlets throughout Ireland. We negotiated new arrangements with local council run leisure facilities to secure discounts for members.

We also continued to offer and promote our traditional activities such as the family fun day, a surfing day at Portrush, day trip to Kildare and theatre nights to name but a few. Participation by members in centrally organised events and activities for the period was up on the previous year and satisfaction levels by those who took part in events was high with the vast majority of participants who attended events such as the Family Fun Day in Lisnaskea, shopping trip to Kildare Shopping Village and Learn to Surf day at Portrush rating the events as excellent. Details of the range of events delivered to members during the year are set out in the report on competitions and events at **appendix 2**.

During the year we carried out a membership survey which secured a high response rate and provided us with very helpful feedback on the range of services that we provide to our members. In addition to eliciting valuable feedback from members, conducting the survey also proved to be an effective indirect marketing exercise as it raised awareness on existing services and activities that we deliver.

In total, the survey was sent to 6,320 members with 1,445 of these completing the survey resulting in a 22.9% response rate which compares very favourably with the industry average response rate of 10-15%.

A summary of the key findings is set out below:

General Membership

- Results showed that there were slightly more males than females who took part in the survey (54.7%).
- The majority of respondents (39%) are between 46-55 years of age, followed by 28.4% of respondents who are aged between 36-45 years of age.
- Only 0.4% of respondents are aged between 16-25 years of age.

- Evidence shows that a high proportion of our members are not aware of retirement packages available (59.2%).

Workplace Clubs

- Over half of the respondents are currently affiliated to a workplace club (53%)
- Of those affiliated there are only a small percentage (15.4%) who do not know who their club reps are which reflects well on the work of our volunteers/reps within the workplace clubs.
- Emails are the most effective communication vehicle within workplace clubs with the frequency of correspondence being once a month proving to be satisfactory.
- Respondents suggested a whole host of sporting and social activities they would like to see take place with a high proportion (50.9%) interested in receiving entrance into sporting events, closely followed by spa days, lunchtime classes and cinema trips.
- The Annual Awards reception is an extremely important event in NICSSA's calendar year. However, 74% of respondents are not aware that workplace clubs and volunteers can be nominated for the various awards that NICSSA presents to members for their sporting and other endeavours.

Communication

- The NICSSA Ezine is a successful marketing tool with 90.7% finding it useful.
- Only 17.3% of respondents have "Liked" the NICSSA Facebook page which is a low response. However, Facebook would not be a platform that all members make use of and this figure may also reflect the age demographics of the majority of our respondents.

NICSSA Events

- The majority of respondents are aware of the subsidised events available to NICSSA members (81.7%)
- The most known events are Grand Opera House shows, Family Fun Day and Pantomimes which are our longest running events.
- There is a low percentage of members attending events, however for those who do attend the satisfaction levels are high.
- There has been a very good mix of additional events suggested by members including trips to Tayto Park and Dublin Zoo.

NICSSA Tickets

- The majority of respondents were aware of the sporting and concert tickets available to NICSSA members (70.6%) and of these only 33.5% have ever applied for tickets.
- Many members are not successful in purchasing tickets. As there are only 4 tickets for each match/show the chances are low for members to be successful in securing a ticket.
- Members provided suggestions on what tickets they would like to see offered from Ireland Rugby Internationals to the Irish Open.

Membership Plus Offers & Discounts

- Membership Plus Offers and Discounts showed a very encouraging percentage (91.7%) of awareness from respondents and the vast majority are satisfied with the membership benefits that are provided through the scheme.
- When members were asked what the most valuable aspect of NICSSA was, Membership Plus Offers & Discounts was ranked highest at 73.9% and Membership Plus Services was ranked the lowest at 11.6%.

July 2016

FIFA Homeless World Cup Qualifier

PlayBall, Stormont



Affiliated Workplace Clubs

Members are at the very heart of everything that we do and we hope that this is reflected in the level of engagement, interaction and support offered that we provide to our members in the network of geographical based affiliated workplace clubs. During the year we provided funding of just under £90k to our clubs to support participation by their members in a whole range of sporting and leisure activities, events and initiatives. A number of clubs contributed significantly to the work of a range of local and UK based charities through a series of fundraising initiatives. The Association for its part also supported clubs in raising funds for its charity partner Transplant NI through a series of fundraising events and .

activities-most notably the Belfast Marathon Relay Race.

The regional representatives also continued the development of the recognition scheme for members which provides them with an opportunity to recognise and reward individual 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 Nov 2016.

Overall 2016 saw a significant increase in the activities of affiliated clubs and their members as evidenced by an increase in the funds drawn down and used by clubs to support the promotion and delivery of local activities. Prompted by the decision to vacate a number of NICS buildings we restructured some of our affiliated clubs to make them more efficient and effective. There are currently 51 active workplace clubs which includes 5 that have been rejuvenated in 2016 and the formation of 5 new clubs. Evidence of increased engagement between clubs is clearly demonstrated through interaction on our Facebook and Twitter pages and the extent of new stories provided from Clubs on www.nicssa.co.uk

September 2016

Learn to Surf

Portrush





PlayBall continues to grow with new customers using the facilities on a weekly basis during 2016. Bookings from clubs, community groups, schools and governing bodies of sport ensured that PlayBall continues to deliver a range of sporting activities in support of the wider social agenda in areas of education, health, the economy and the development of the local community.

The staff at PlayBall continue to strengthen relationships with various sporting bodies as well as build new relationships, evidenced by the number of events held at the facility in 2016 and those already in the diary for 2017.

Throughout 2016 PlayBall played host to a number of major hockey events including the Ulster Hockey Junior Cup finals in May, the Ulster Hockey Kirk Cup and Denman Ulster Shield which was played out at PlayBall on Boxing Day as well as the Junior League Cup finals which took place the following day. We also hosted a number of international test matches at the beginning of June with the Ireland women's hockey team taking on Spain and the Ireland men's hockey team facing Canada-both in a three match test series with over 2000 people in attendance over the course of the week. Due to the success of these events PlayBall has been chosen to host the World League 2 series, a major international hockey tournament, to be held in March 2017.

The PlayBall Holiday Camps, which provide activities to young people between the ages of 5-12, had another great year with around 200 participants enjoying an action

packed programme of events over the Easter and summer holidays. We established a relationship with eye4education who took control of the first 2 weeks of the camp in summer putting their own spin on it which was enjoyed by all of the kids and parents. PlayBall also hosted a number of other summer camps including the NICS Hockey summer camp and the Ulster Hockey summer camp.

Finally, PlayBall were official partners of the Northern Ireland Homeless Football Team that travelled to Glasgow to take part in the 2016 homeless world cup. A custom designed replica of the pitch that was to be used at the World Cup was constructed, which provided an excellent facility for the team to prepare in advance of the event.

Health Promotion

Health Works and NICS WELL



Overall Performance

The health promotion team delivered a total of 91 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

The Health Works Team continued to develop key relationships with clients such as Nant Health an American owned healthcare communications network, Invest NI, NIE, and Viridian. In May the Health Works Team delivered bespoke Champions mentoring and website training to employees of NI Water teaching them the skills and resources to develop and deliver events. We will continue to work with the organisation in 2017 as well as companies who wish to take forward a health and wellbeing programme for their staff.

**NICS WELL**

The WELL Programme continued to make a very positive contribution to the health and wellbeing of NICS staff in what has been a very challenging year for all NICS staff with the roll out of VES.

During the year the WELL Support Team have engaged with over 3,095 staff in government offices throughout the country carrying out health checks which include blood pressure, blood cholesterol, blood glucose and body composition analysis. Evidence of the impact of the programme on participants is that over 84% of those who attended exhibitions

indicated through feedback that they intended to make a positive lifestyle change.

The event was attended by Sir Malcolm McKibbin, Head of Civil Service, Senior Civil Servants, and over 60 WELL Champions. The purpose of the day was to celebrate the success of the WELL Programme, report on progress against plan, and to thank the network of Champions for their ongoing contribution and support for the programme.

Engagement was the theme of the convention, with Champions planning different events within their respective workplaces to emphasise simple things people could do to improve engagement

across all Northern Ireland Civil Service Departments.

The WELL website has now attracted over 38,000 unique visitors since its launch in September 2012 with more than 79,000 visits. The Support Team endeavours to keep the website current and of interest to NICS staff which has been reflected in the encouraging website statistics.

The WELL Champions Training Programme, which has been accredited by Skills Active and recognised by Volunteer Now, currently has trained 215 Champions. The Programme celebrated its fourth Annual Champions Convention at the Pavilion, Stormont on 13 October 2016.



FindOut is an innovative and inspirational training programme which has been designed to improve people's lives through inspiring people to discover their full potential. Our courses have a strong emphasis on how to get the very best results in both their professional and personal lives. FindOut Training Programme was launched in 2015 as an extension and enhancement to services NICSSA provides to its members and clients.

The Programme covers training in the area of Presentation Skills, Developing the Sports Mindset and Leadership and Management. All courses are suited to individuals and corporate clients from private, public and voluntary sectors.

The Team delivered its 10 week Optimum Health Programme again in 2016. This programme uses evidence and intelligence to support people in achieving and sustaining weight loss. This year we had 8 attendees on our dedicated Health Programme that educates participants in the areas of nutrition, exercise and psychology to ensure they maintain an ideal weight.

In addition to the 8 public courses the FindOut team delivered in 2016 we continued to deliver corporate courses across the public, private and voluntary sectors. Corporate relationships have included Belfast City Airport, Chest Heart and Stroke, Viridian, Fluent Technology, the Irish Football Association and various city and borough councils.





2016 began with our first ever New Year Activ Step promotion, offering potential members 8 weeks full membership for just £45. This has always been a hugely successful promotion in the summer and performed just as well in the New Year, bringing in over 80 new members to the club. This saw a huge number of Activ Steppers converting to full membership through April and May.

May was a huge month for Activ with our biggest ever entry into The Belfast City

Marathon Relay event on the May Day Bank Holiday, with 6 teams made up of both NICCSA Staff and Activ Members running in aid of Transplant NI and in memory of our friend and colleague Janet Coleman. The huge efforts of everyone involved meant we raised well over £4k for the charity.

We also launched our very first ever Outdoor Strength Bootcamp out on the hockey pitches. We had over 60 Members and Non Members flipping tyres and Bear Crawling over the 6 weeks of the camp. It was such a huge success that we repeated it again in September, and will do so again in 2017.

June saw the second Activ Step promotion of the year kick off, again giving prospective members 8 weeks full membership over the summer, and again giving us many new members through September and October.

August saw Activ bring in our very first dedicated Personal Training service. Cory Tipping, who had initially helped us out running our Bootcamp, came on board to provide an excellent PT service to our Members. Cory has also taken on two of our exercise classes, with hopefully more in the future.

In September we sent out a survey to all members asking for feedback on our performance and asking them what they would like to see at Activ. The results have been studied and we will be using the feedback to make Activ even better value for our members.

Our class timetable has yet again proven a huge draw for members. With our excellent range of classes to suit all, and our great team of highly motivated and dedicated instructors, numbers have been excellent throughout the year. The top performing classes yet again have been Pilates, Infinity Circuits and the ever

popular Spin classes. With 17 bikes available to members over 6 classes, the Spin classes are always oversubscribed with both members and non members alike having to be on the ball to get their bikes booked. To help with this and the collating of our class performance, in January 2017 we are implementing a brand new state of the art dedicated class booking app called GymSync. This allows

prospective class goers to book their place conveniently and easily via a mobile devices or pc.

Apart from the classes, the gym itself is still a huge draw for members. Whether they want to come in and work on their own, or avail of their inclusive personalised gym program, we still offer a great range of cardio, resistance and functional equipment to train with.

Along with the amazing Membership Plus scheme and discounts in Whistles, PlayBall and Activ Health & Beauty, Activ still offers the best value membership in town!

2017 promises to be another huge year for Activ, with many plans in the offing to deliver exceptional member satisfaction and provide the friendliest training environment in town.

May 2016

Activ Health Club

Belfast City Marathon



Annual Awards

The Chairman's Reception and Awards

The Annual Reception and Awards Evening was held on Thursday 24th November 2016 with over 100 guests representing the network of affiliated clubs, members and staff in the wider NICS in attendance at the Pavilion Complex. The awards presented on the night were part of the recognition scheme for members and volunteers of NICSSA.

The first award of the night was the Sports Person of the Year (The Bloomfield Trophy) which was presented to Suzie Cave, Fencing Club. Suzie is the current club secretary and was appointed to help with the clubs move to The Pavilion, Stormont.

Suzie won the Irish Nationals Masters in 2015 and went on to attend training

camps in England. At one of these training camps, in March 2016, she was selected to represent Great Britain on their Masters Team for the Masters World Championships, which was held in Prague in July where she went on to take her first ever international individual bronze medal and first ever gold medal in women's relay for Great Britain.



Club Person of the Year (The Bloomfield Award) was awarded to Eddie Hampton, NI Water Club. Eddie is involved in all aspects of running the club & keeping it together. Full of enthusiasm and keen to encourage others he is the glue that holds the NI Water Club together. Eddie has great interaction with members and supports many charity events.



The Volunteer of the Year (President's Award) was presented by NICSSA CEO Gerry Kelly to Stephen Dyer from CSNI Cricket Club. Stephen has led the Cricket Club's youth section, both as

administrator and head coach. He puts his heart and soul into the club and spends a huge proportion of his week on CSNI CC related tasks. Stephen has played a pivotal role in the growth of the Clubs youth section.



The Sports Development Award (The Chairman's Award) was presented by NICSSA Chairman David Ferguson and the winner on the night was Hannah Cooke, NICS Hockey Club for her work in developing hockey at the Pavilion. Hannah is the Youth Co-ordinator for the girls section of the Hockey Club, a role which she has held since 2013.



Her excellent organisational and communication skills have increased the membership of the girls section from 80 to 135.

Hannah has been very successful in identifying and recruiting volunteers, coaches and assistants which ensure the club provide safe, personal and effective coaching to our youth members. Hannah represents NICS Hockey Club at Ulster Hockey meetings, ensuring that the Club is up to date with policies, procedures and practices effecting youth hockey and

ensures the Club contributes to the development of youth hockey in Ulster. The professionalism and structure Hannah has brought to the youth section has been instrumental in the Club gaining reaccreditation of Sport NI's Clubmark in October 2016, a recognition of good practice and high quality in junior sports clubs.

The Young Sports Person of the Year was presented by David Ferguson and the winner on the night was Matthew Willis, NICS Hockey Club. Matthew has been playing for the NICS Hockey Club from the age of 10. Matthew has become a permanent member of the NICS Hockey Club Men's Senior 1st XI team, playing at the highest level in Ulster Hockey - the

Premier League. Matthew also represents Ulster at U16 level and Sullivan Upper 1st XI (recently participating in the All Ireland Schools hockey competition in October 2016). Matthew has played for Sullivan Upper's 1st XI for the past two seasons, culminating in the team winning the Ulster Schools Cup (the McCullough Cup) in 2015-16. He is currently a participant in the Ulster Hockey Talent Development Programme. He is also on the Ulster U16 selection panel for the forthcoming Inter Provincial Tournament and has already been offered a place on the Ulster Hockey U17 Development Group for next season.



The Health & Wellbeing Award was presented by Leonita Coleman. This is the inaugural year of the Janet Coleman Memorial Cup which recognises someone who has made a significant contribution to the lives of other people and the winner on the night was Frank McNally. Frank has dedicated himself to raising awareness of health issues through the message of early detection being critical. Alongside extensive fundraising, he has made himself available to all NICS WELL Champions up and down the country, from Lisburn to Lisahally, to educate males and their families as an ambassador of Prostate Cancer UK.



The Team of the Year (The Cliff Radcliffe Cup) was presented to the CSNI 1st XI Cricket Team and they received the cup from Cliff Radcliffe on the night in recognition of their achievements. CSNI 1st XI won the Senior Challenge Cup for the 2nd time in 3 years by defeating close rivals CIYMS in the final by 5 wickets. The team also finished 4th in the fiercely competitive NCU Premier League. The Senior Challenge Cup is the premier trophy in NI Cricket. These 2 achievements were made significantly more difficult by injuries to 2 of their key players – Shane Getkate & Irish international Graeme McCarter. Injury meant both players were unable to play in the final. In addition, Shane was unable to bowl for the whole 2nd half of the season & Graeme



missed a significant number of games due to his injury. CSNI 1st XI also awarded a 1st debut to club academy and Ireland under 17 international Matthew Foster who took 1 for 16 in our league victory vs. Warrington.

The final award of the night was for Club of the Year (Leslie Sloan Memorial Cup). The club of the year was presented by Lynda Sloan to Acctiv8 Club for their endeavours and enthusiasm to the work with members of the Association. About a year and a half ago Clarence Court and Adelaide House sports clubs merged to form one Workplace Club, Acctiv8. The club now has over 350 members and has been completely re-energised with value for money for their membership being at the heart of this offering. The club has been extremely busy

running a number of events for their members. Some of the social events organised have included a trip to Drumbo racetrack, a bowling night, fishing trips and clay pigeon shooting all of which are heavily subsidised for NICSSA members. There are also planned trips to the racing at Dundalk and an outing to one of the Ulster Rugby matches in the near future. The club have recently started to support and run Pilates and yoga classes, which are proving to be extremely popular. An informal running club has also been developed with members training together at lunchtimes throughout the week. Acctiv8 provided a subsidy to members undertaking races such as the Belfast Half-marathon and Dublin Marathon. ACctiv8 has also promoted and subsidised a wide range of NICSSA-organised events including Hell and Back, Trip to Kildare Shopping Village, Christmas Pantos and the Family Fun Day at Lisnaskea.



Business Plan Performance



I am delighted to report on the progress of the Association's key business objectives for 2016 which are set out in the business plan for the year. A more detailed account on our progress against the specific targets is set out on pages 36 - 41 of the report.

Despite a very challenging economic and trading backdrop and losing a significant proportion of our members as a result of the Voluntary Exit Scheme (VES) we performed very well during the year delivering most of what we set out to deliver and ending the year with a small surplus.

Turning to some of the headlines PlayBall continues to meet its financial and business objectives and supported the Association in meeting a number of

financial and community outreach targets, most notably in the development of a whole range of community initiatives including, IFA grassroots football, midnight soccer leagues, activities for homeless and ethnic communities and the Easter and summer schemes for children.

The demand for health and wellbeing courses within and outside the NICS increased during the year and the Health Works team responded to the demand by delivering a wide range of courses and exhibitions to public and private sector organisations.

We continued to play a very important role in the ongoing development of the NICS WELL programme and reached yet another milestone in achieving over

38,000 unique visitors to the Well website and in securing the services of Well Champions in nearly all government buildings across the country.

Under Membership Services we increased the number and geographical spread of offers in the membership plus directory and website to over 1850 in 2016.

The impact of the NICS Voluntary Exit Scheme (VES) on our membership was clearly evident as we recorded a net loss of members for the second consecutive year,

Despite this we continued to develop and deliver the programme of activities and events for members across NI and succeeded in introducing a number of new events and activities to the events calendar.

We continued to play host to events at the Pavilion Complex and successfully facilitated the UK Pipe Band Championships, a five day cricket series between Ireland and Afghanistan and a series of international Hockey Fixtures involving Ireland, Spain and Canada.

Looking forward to 2017, we will continue to develop more activities for members to add to the existing programme of activities, develop our Findout training programme, and continue to explore opportunities to further develop facilities to meet the needs of our members.

Finally, I would like to take this opportunity to thank the Chairman, Executive Board and Council for their continued support and encouragement 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 34 and 35 of this report. In summary, income for the year was down by £144K and expenditure was down by £114k.

Turning to the detail there were a number of reductions in income during the year – most notably subscription income which fell by £33k as a result of the loss of a significant proportion of members from the NICS Voluntary Exit Scheme (VES). Deferred income dropped by £63k due to the revaluation of the fixed assets and Playball recorded a small reduction due to a drop in revenue during June/July as a result of a drop in bookings attributed to the European Football Championships.

These variations were partially offset by increases in revenue from facilities

charges of £14K as a result of an increase in charges to third party users of the Complex, an increase of £20k from Findout and the increase in HealthWorks income of £17k from the delivery of additional courses during the year.

Overall expenditure was down by £114k. Whilst there were increases in costs associated with Activ, Salaries, Playball and Pavilion Complex these were offset by reductions in Health Works, Business Support costs, Loan interest and Depreciation.

Turning to the detail behind the financial position Health Works spend fell by £6K as a result of the decision to use more in-house resources for health exhibitions.

Grants to Clubs showed a reduction of £7k reflecting the impact of fewer members within affiliated clubs. Business Support costs also dropped by £3k due improved

operational efficiency and Depreciation recorded the most significant reduction of £116k as a result of the revaluation of assets. Interest on loans fell by £3k as the amount owing on the principal of loans reduces year on year.

Pavilion costs increased by £2K largely due to a higher maintenance costs. Salaries recorded a £13k increase showing the impact of annual salary increases and the decision to absorb a more appropriate proportion of operational management costs from the NICS Social Club for the management of the Pavilion Complex. The cost of running Activ Health Club also increased as a result employing the services of additional instructors to meet the growing demand for classes.

The net position of the movements in income and expenditure during the year resulted in a £38K surplus and an increase in total reserves to £767K.



Annual Report & Statement of Accounts

	2016 (£)		2015 (£)
INCOME			
Health Works (including WELL grant)	182,680		165,928
Subscriptions	451,675		485,275
PlayBall (pitch hire, summer scheme, grants, advertising)	275,155		284,438
Activ Gym (subscriptions, classes, etc.)	82,793		81,276
Facilities Charges	83,033		69,838
Deferred Income (capital grants amortised)	53,686		117,516
Membership Plus and Marketing Contributions	-		-
Interest on deposits	212		141
Membership Plus Asset Sale	-		85,000
Other income	18,008		20,879
FindOut Training	40,129		20,814
TOTAL INCOME	1,187,371		1,331,105
EXPENDITURE			
Staff Costs	525,108		512,184
Health Works	41,462		47,421
PlayBall	15,076		13,290
FindOut Training	15,274		15,732
Activ Gym	19,838		14,710
Business Support Costs	119,846		122,671
Pavilion Complex expenses	109,819		107,351
Grants to clubs	91,493		98,925
Membership Benefits	25,209		23,612
Competitions - Civil Service Sports Council	3,091		4,823
- NICS Sports Association	3,406		3,237
- Regional Activities	3,928		4,356
Depreciation	157,056		273,419
Loan Interest	18,794		21,626
TOTAL EXPENDITURE	1,149,400		1,263,357
SURPLUS FOR THE YEAR	37,971		67,748

Annual Report & Statement of Accounts

FIXED ASSETS	2016 (£)		2015 (£)
Tangible Assets	2,357,066		2,455,246
Intangible assets	16,559		17,299
TOTAL	2,373,625		2,472,545
CURRENT ASSETS			
Subscriptions due	8,076		6,298
Cash at Bank	56,603		39,817
Prepayments and Accrued Income	12,481		63,593
Debtors control	57,761		39,036
TOTAL	134,921		148,744
CURRENT LIABILITIES			
Bank and other loans	154,698		142,745
Bank Overdraft	20,202		17,115
Other Creditors and Accruals	20,619		31,163
NICS Social Club	29,211		27,066
Staff Costs Accrual	15,439		15,775
Deferred Creditor	53,686		117,516
Creditors control	72,131		70,986
VAT	27,605		19,708
TOTAL	393,591		442,074
NET CURRENT (LIABILITIES)	(258,670)		(293,330)
TOTAL ASSETS LESS CREENT LIABILITIES	2,114,955		2,179,215
CREDITORS DUE AFTER ONE YEAR			
Loans	(503,642)		(616,054)
Deferred Income	(844,112)		(833,968)
TOTAL ASSETS LESS TOTAL LIABILITIES	767,201		729,193
REPRESENTED BY: SHARE CAPITAL	1,454		1,480
CAPITAL RESERVE	3,055		2,991
REVENUE RESERVE	762,692		724,722
TOTAL RESERVES	767,201		729,193

Appendix 1:

Business Plan 2016

Objective	Priority	Performance Measure	Performance Target	Result
1.1 Grow participation within our full range of services.	1.1.1 Review the range of services that we offer to ensure that they are relevant and meet our customer expectations	Levels of satisfaction	Survey of membership and stakeholders by April 2016	Survey completed along with summary of report and recommendations which will be implemented in 2017.
	1.1.2 Develop new sports and leisure activities to add to the existing portfolio	Number of new activities and sports	10 new activities introduced by 31 December 2016	New activities delivered included marathon relay, Hell and Back, Summer Soccer League YOLO summer and Halloween Camps, Kildare Shopping experience and two additional Pantomimes.
	1.1.3 Develop an events management arm of the business to promote and manage events within the Stormont Estate	Development and implementation of initiative	Initiative implemented by Dec 2016	Discussions ongoing- Implementation rescheduled to 2017

	1.1.4 Develop the portfolio of training and educational services that we provide to our customers	Number of courses delivered	20 courses delivered by Dec 2016	Total of 22 courses delivered to individuals and organisations including Winning Athletes, Sporting Mindset Weight Loss and Communication.
1.2 Develop our facilities to meet customer needs	1.2.1 Take forward the master plan for capital development of the Pavilion Complex	Completion of projects	Completion of one project before December 2016	Completed the upgrade of office accommodation to facilitate the expansion of the Cricket Ireland admin/development team. Conceptual designs and associated costs have been developed for bar and restaurant upgrade.
	1.2.2 Seek out funding and partnership opportunities to facilitate further capital development	Number of funding opportunities identified	Three funding partners established by December 2016.	In detailed discussions with Tennents and Diageo to fund upgrade to bar and restaurant and Sport NI regarding capital development.
			Bid for funding to facilitate further capital development by April 2016	Release of scheme and funding put back to January 2017

Objectives	Priority	Performance Measure	Performance target	Progress
2.1 Widen our engagement with community and public leaders to further promote our services.	2.1.1 Develop community engagement initiatives to promote the Association's activities and services	Number of Initiatives	Two community engagement initiatives introduced by June 2016	Community sports and education camps held at the Complex during July, August and October were very successful with 225 participants and very positive post camp feedback.
	2.1.2 Open up access and egress arrangements to the Pavilion Complex to provide better access to facilities at the Complex	Improved safety and easier accessibility to and from the site	Introduction of new access and egress arrangements by August 2016.	TOR agreed with DFP for a review of the access and egress arrangements at the Pavilion.
	2.1.3 Continue to develop our partnerships with the wider public sector, District Councils, community groups and sports governing bodies to further promote our services and facilities	Number of partnerships	Four new partnerships established	Established new relationships with Sports Forum NI, Eye for Education and 2 District Councils to further business activities.
		NICSSA representation on area forums	Achieve representation on relevant community and district forums	NICSSA now represented on NI Sports Forum.

Objectives	Priority	Performance Measure	Performance Target	Progress
3.1 Maintain and grow existing revenue streams	3.1.1 Develop further business initiatives in all areas to ensure continued financial growth and long term sustainability.	Organisational turnover	Overall combined turnover up by 5% by December 2016.	Combined turnover (excluding deferred income) is down by £111k to £1,583 for the year.
3.2 Achieve greater efficiency in the delivery of our services and the management of our facilities.	3.2.1 Review organisational staffing structure to ensure that it remains efficient and continues to meet business needs.	Report on review of staffing	Report by May 2016	Assessment complete and recommendations fully implemented.
	3.2.2 Review operating hours to ensure that they remain appropriate to the customer needs.	Report on review of operating times at the Pavilion Complex	Report by April 2016	Review complete-and recommendations implemented
	3.2.3 Review operating and overhead costs to ensure that we continue to remain efficient in the delivery of our services.	Report on review of operating and overhead costs.	Report by April 2016	Reviews complete. Estimated £22k cost savings to be achieved in relation to grounds and Pavilion maintenance.

	3.2.4 Review the internal and external communication and operating processes to ensure they are achieving efficiency and meeting customer needs.			
	3.2.5 Works towards achievement of reserves policy objective of three months operating costs.	One month operating costs.	By December 2016	Increased monthly payment to reserves account to £1.5k per month.
3.3 Review corporate brand	3.3.1 Review our corporate branding to ensure that it remains fit for purpose and reflects the aspirations of our membership and stakeholders	Corporate identity assessment	Assessment report by December 2016	Process to assess corporate branding started to be completed 2017.
3.4 Develop new income streams	3.4.1 Develop a financial model to facilitate the introduction of a new events management business for the Pavilion Complex	Development of financial model	Financial model to be implemented by December 2016	Subject to further discussions with Stormont Estate officials.
	3.4.2 Develop the business case for the introduction of a mobile food and beverage service for our customers in the Stormont Estate	Business case	Business case completed by March 2016	Completed. Initiative to be implemented in 2017
	3.4.3 Assess the scope and feasibility of introducing an in-house lottery as a means of raising additional revenue	Feasibility Study	Report by December 2016	Deferred to 2017.

3.5.Sustain and grow membership	3.5.1 Retain members through promoting and developing the number of workplace affiliated clubs	Number of clubs established	6 new clubs established by December 2016	New Clubs established at Goodwood House, Belfast. Larne JBO and Seapark, Carrickfergus.
	3.5.2 Increase membership numbers	Net membership growth	1% net growth in membership by Dec 2016	Membership for the year shows a net loss of 516.
	3.5.3 Extend NICSSA membership to the District Councils as part of the three year pilot	Number of Councils involved in project	Three Councils secured for initiative by December 2016	Ards and North Down on board. Causeway and Glens approved in principle. Still awaiting instructions to proceed to marketing within the Councils.
		Number of members	100 new members by December 2016	Work in progress
3.6 Further develop our governance arrangements	3.6.1 Review governance and succession planning arrangements to ensure that they continue to be fit for purpose	Completion of review	Report by August 2016	Draft Terms of reference being considered by Board/Council
	3.6.2 Continue to monitor organisational risks	Update of register	Register updated quarterly	Register updated quarterly.

Appendix 2: Affiliated Club Reports

The reports of the Association's affiliated sports clubs are set out in the following paragraphs.

Archery Club

Over the last year, the NICS Archery Club has continued to flourish, with several new members joining the Club.

The Club delivered a number of competitions during the year including, shooting the Christmas Double, Portsmouth, Robin Hood and Stafford, Portsmouth, shoots at our indoor venue, Belfast Royal Academy Sports Hall. Outdoors. We held two shoots at the

Pavilion Complex, Stormont offering an excellent target field. The groundstaff at the Complex do a wonderful job in the upkeep of the pitches that the clubs uses. We are always proud of the target field layout which our visiting archers can use.

Three beginners' courses were delivered during the year, one indoors and two outdoors, providing an opportunity for interested individuals to try out the sport and hopefully join the Club. With a good number of members joining this year, we now have between 15 and 25 archers shooting on Club nights and we also have visiting archers joining us regularly through the summer. Most Saturday mornings a number of members shoot at Stormont, taking the opportunity to practice and share coffee and craic.

After many years it was decided that new club colours were required and this was designed using the Pavilion logo and a

bow. We are very pleased with the resulting design.

On the competition front congratulations are due to Darrel Wilson, who represented Ireland at the 2016 European Championships held in Nottingham during May. He is now the All British and Open Compound Field Champion and also set three Irish records this year.

Athletics Club

The highlights of 2016 were the introduction of a new age graded Competition for members, the change to the format of the members' 5km Handicap Race, a new club logo and the introduction of the club Facebook site.

Cross Country - 27 February

The club's main event is the Cross Country in Stormont. It is 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 NICSAC members' Cross Country Championships. This year's event saw 756 entries in total across all the races with 298 runners in the open race. Connor Reid won the Jim Patterson Trophy for the first NICSAC Male member home, 2nd male member was Mervyn Chambers and 3rd was Ralph Barron. Gillian Hynes won the Cross Country Shield for the first Lady member to finish with Heidi Rodgers 2nd and Anne McNally in 3rd place. Tara McBride was 1st Lady vet member to finish. In the Services Challenge Cup the NICS won both the Male and Ladies trophies.

NICSAC Belfast Marathon Team Relay Competition

This year's Belfast Marathon relay saw 8 teams taking part in the NICSAC

competition with teams competing in Male, Female and Mixed categories.

Members' 5km handicap Trail Run

Congratulations to Tara McBride and Joe Quinn who picked up the trophies for first female and male.

NICSAC Champions for 2016

Men's 10 Mile - Jim Breen (1:07:06) at Limavady.

Ladies 10 Mile - Tara McBride (01:19:46) at Limavady.

Men's Half-Marathon - Neil Curran (01:27:41) at Omagh Half.

Ladies Half Marathon - Naomhín Love (01:43:38) at Belfast Half.

Men's 10km - Connor Reid (35:49) at Seeley Cup.

Ladies 10km - Naomhín Love (46:54) at Bangor 10km

Men's Marathon - Neil Curran (03:08:04) at London Marathon

Ladies Marathon - Anne McNally (03:53:37) at Belfast Marathon

Competition Series

Male - 1st Paul O'Hare on 169 points, 2nd Trevor Denton on 146 points.

Female - 1st Tara McBride on 269 points, 2nd Heidi Rodgers on 192 points

Age Graded - 1st Jim Breen, 2nd Sean McIntyre, 3rd Connor Reid

Marathon Trip – Rome – 10th April 2016

The marathon trip this year was a trip to the Rome Marathon with only a small number of club members travelling. The club has been to the Eternal City marathon on several occasions before. Unfortunately injuries had hindered the preparations of several members of the group. One member completed the marathon course and one ran the 4km course.

Other Events

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.

Club Training

Club training takes place at the Pavilion, Stormont for those members who work within or close to the estate, however we also have members in other parts of the province that we can put new members in touch with to organise local training sessions.

Bowling Club

The year was very successful for the Northern Ireland Civil Service Bowling Club, with the Men's Senior Team being promoted to Senior Division One. Despite their best efforts though, the team was relegated to Division Two at the close of the season. The Mid Week League Team did extremely well to finish mid table in Division 1.

Once again the Ladies Section had a memorable year. Alicia Weir along with Patricia Ross and Hilary Cavan won the British Isles Triples and Alicia was also selected as the Singles representative for Ireland in the World Bowling Championships held in November in New Zealand. On the Team front, the club reached the Semi Final of the Stylus Cup which is one of the main competitions in the Ladies calendar. Four of our Men's Section, Stanley Hegan, Artie Rice, Ian Leonard and Alan Montgomery had an excellent run in the Private Greens League Fours only to lose out at the Semi Final stage. This was unfortunate as the winners of this competition play off against the other three association winners to become Irish Champions.

One of our members Derek Forsythe was installed in December as the President of the Irish Bowling Association. This is a great honour, not only for Derek but also for NICS Bowling Club as it shows the high

esteem in which the club is held throughout the world of Outdoor Bowls. This is the second time in thirty five years that a member of the NICS Bowling Club has held this very important position.

Cricket Club

2016 was the most successful in the history of CSNI Cricket Club.

The 1st XI won the Challenge Cup and finished 4th in the Senior league.

In addition:

- 2nd XI finished 2nd in Junior 1
- 3rd XI finished 2nd in Junior 3 and were promoted to Junior 2
- 4th XI finished 3rd in Junior 6
- 5th XI Won Junior 7 and were promoted to Junior 6
- 6th XI finished 6th in Junior 8
- U11 won the Quoile Cup and were narrowly beaten in the All-Ireland Final

2016 Representative honours:

We again attained a record number of boys and girls who achieved representative NCU honours in 2016 - 10 this year as opposed to 8 in 2015 (and 2015 was a record year for us).

They are:

- U9 level, while there is no official U9 team Daisy Johnston, Ollie Dyer, James West and Ollie Thompson were part of the U9 squad sessions through the winter and summer
- U11 – an NCU call up came for Harry Dyer, Adam Leckey & Ryan Hunter
- U14 level, Archie Johnston, Hugh Minford and John Gibbons were on the travelling party to Taunton and both Archie and Hugh were selected for the Youth Development side which toured Denmark.
- U15 – Archie Johnston was a member of the Inter Pro winning
- U17 – Matthew Foster was a member of the Inter Pro winning side.

- Matthew Foster was selected for the Ireland U17 side
- Paddy Beverland represented Ulster Schools and Irish U19s

In respect of the Senior Northern Knights team, Shane Getkate, Alan Blain, Graeme McCarter and Mansoor have been our representatives this year with Shane playing in most of the Knights games this season and hitting some respectable scores and tallying up wickets on the way. In addition Paddy Beverland, Nicky McMinn and Stephen Ross were selected for the NCU Emerging Knights panel

In addition to these honours, our Club swept the boards at the **Belfast City Council Awards for Sport event** via the following three awards:

- Our U15 Graham Cup winning team of 2015 picked up the Junior Team of the Year award

- Mike Hodgins was honoured with the **Pathways to Clubs Award** for all his work within our Schools Project

- Gary Wilson won **Male Sports Personality of the Year**

In the 2016 NICSSA Sports awards, CSNICC won:

- Team of the Year - 1st XI
- Volunteer of the Year - Stephen Dyer

Fencing Club

Since moving to the Pavilion, Stormont in May 2016, Stormont Fencing club has concentrated on developing and growing the club. The club now has two club coaches who commit their time freely to coach members from beginner to advanced level and have had some very good results from members entering competitions with one member who attended his first competition in November of this year reaching the quarter final stage.

Another Member Suzie Cave, who became the NICSSA Sports Person of the Year, was selected to become a member of the Great Britain Modern Pentathlon Masters Team whilst attending one of numerous training camps in England. She represented Great Britain in the Masters World Championships in Prague 2016 achieving a Bronze medal in the women's individual and Gold in the women's pairs relay.

The Club coach, who is also a Master Armourer (the only Master Armourer in Ireland, and one of only 11 in Great Britain) attended various major fencing competitions such as the European Veterans Championships, held in Kent, the Junior World Pentathlon Championships held in Limerick, the Dublin Epee Satellite Competition held in Dublin and the Northern Ireland Open. At these events he was responsible for weapons control to

ensure all fencers' equipment was safe to use and legal and the fixing of any equipment which might break to ensure the smooth running of the competition.

The club hopes to deliver a full day coaching training course early in 2017 to build on skills already learnt this year and help more of our club members enter their first competitions. In addition the club also hopes to run several armoury courses for Northern Ireland fencers and parents during 2017.

NICS Golf Club

The Golf Club organised three major golf competitions during 2016.

NICSSA/CSSC HANDICAP COMPETITION (Convenor - Eamonn McCarron)

The Handicap Qualifier was played at Killymoon Golf Club on Friday 29th April 2016 with 69 players taking part. The winner was Keith Baker, DRD with the

best of four players on nett 69. He was followed by Ansley Stewart, DRD, Nigel McMahon, NI Water and Tommy McCauley, NI Water. Michael McGivern, DRD and Stephen Browne, DOE with scores of nett 70 and 71 respectively made up the six qualifiers who would represent Northern Ireland at the National Finals later on in the year. Ansley Stewart opted to play for the Scratch team and was replaced by Steven White, DHSSPS.

SCRATCH CUP (Convenor – Tim Johnston)

In a disappointing dip from previous years, only 22 golfers entered the 2016 Scratch Cup, which was played at Rockmount Golf Club on Thursday 23rd June 2016 alongside the NICSSA Open. This meant that only 4 players would qualify to represent NICS at the UK CS Championships in September.

The event was played in ideal conditions and the course was, as usual, presented in great condition. Ansley Stewart, DRD won the Scratch Cup with a stunning 71 (-1) winning by 6 shots from John McBurney, AccountNI, who shot 77. Conor McCaughey, DSD, with 79 and Craig Black NIHE, also with 79 completed the qualifiers, with John O'Neill, DAERA standing by as first reserve on 81.

With the 2017 edition to be hosted over the Dufferin Course at Clandeboye GC, we can only hope to increase participation from our 10 + under players in the Scratch Cup to try to increase our representation at the UK CS Championships this year.

NICSSA OPEN – (Convenor - Kevin McKeown)

56 players entered the annual Open which took place at Rockmount Golf Club on 23rd June 2016. This competition was played alongside the Scratch Cup. The course was

in good condition and playing tough with only one player breaking par. The winner was Ansley Stewart 39 pts, followed by John O'Neill, 36 pts, David Grimley, 36 pts, George Wilson, 35 pts, Andrew Connor, 34 pts and Charles Conway, 34 pts. The top four qualified for the NICSSA Matchplay Finals held at Carton House, Maynooth, Kildare on 2nd and 3rd October. George Wilson won the Matchplay Final beating Andrew Connor on the 2nd extra hole.

CSSC NATIONAL HANDICAP AND SCRATCH FINALS – Rockliffe Hall Hotel, Golf & Spa, Hurworth on Tees, Darlington, County Durham DL2 2DU on 7-9 September 2016

A team of 10 golfers from NICSSA represented Northern Ireland in the CSSC (Civil Service Sports Council) National Scratch and Handicap Finals. Keith Baker was 9th in the Handicap Final, ahead of Nigel McMahon and Steven White who were joint 14th.

Andy Minnikin (North East) won the Scratch finals for the 10th time however Craig Black on his first appearance was 3rd which was a highly creditable performance just ahead of Conor McCaughey who was 4th.

2017 COMPETITIONS

Handicap Qualifier

Lurgan Golf Club on 27 April 2017 (9:00am – 11:30am)

Scratch Qualifier / NICSSA Open

Clandeboye Golf Club on 21 June 2017
(tee booked 9:30 to 12:15)

CSSC NATIONAL HANDICAP AND SCRATCH FINALS

Forest Pines Golf and Country Club, North Lincolnshire on 14-15 September 2017.

Hockey Club

This was a year when 4 of our 8 senior teams had good opportunities to be promoted. In the end, our Ladies 2nd XI were promoted to Junior 2 and finished the year halfway through the season in 2nd place in their new Division.

However one of the teams that narrowly missed out on promotion, the Men's 3rd XI won the Minor Cup in May. The 3rd XI continued their recent fine record of success in cup competitions by ending 2016 as winners of the Junior 5 League Cup, as well as sitting top of Junior League 5. While success at Ireland-wide level proved more elusive, on Indoor Hockey, our Men's 1st XI reached the all-Ireland finals where they acquitted themselves creditably against what was much stronger opposition on paper.

At youth/junior level, two of our club members - Matthew Willis and Sam Hamill were selected for the Ulster Under 16 Boys with Matthew Willis also captaining the team.

Much of what we have achieved also reflects high quality support which was duly recognised by Service receiving the Clubmark Award. This is given by Sport Northern Ireland in conjunction with Ulster Hockey. This quality standard award recognises high quality sports clubs and the contribution they make to the development of sport in Northern Ireland.

Rambling Club

In 2016 NICS Ramblers offered members walks at the weekends, evenings, Sunday afternoons and also a number of walking holidays.

The core of the club's walking programme is a Saturday and Sunday walk every month. Many of these walks take place in the Mournes, interspersed with visits to other areas of the province.

Holidays through the year included a weekend to Newcastle Cottages in the Mournes in February; a bus trip to Westport, Achill Island and Co Mayo in May; walking the Dales Way in June; a visit to Plymouth in July and a two centre holiday in Northern Portugal in September.

Holidays started with enjoyable weekend stay at Newcastle Cottages for the members: a mix of dining out, party games and some walking to build an appetite. The Saturday walk was the Long Haul Trail in Tollymore.

The club's 2016 Spring Break, courtesy of Ulsterbus Tours, was to the Clew Bay

Hotel in Westport. Walks included Achill Island and the Westport Greenway.

The club's annual trail walk along the Dales Way comprised six days walking to cover 80+ miles and an ascent of 2800 metres in fine weather. Accommodation was good; the luggage transfers seamless and evening meals were very enjoyable. The group enjoyed some long days of walking in superb scenery.

A July break in one of the most stunningly beautiful areas in the UK, Devon and Cornwall offered everything that a walker could want: ancient paths and rights of way established by miners, fishermen and farm workers over the centuries; olde-world villages and bridle paths; bays and coves and cliff top walks with spectacular views, together with cream teas and Cornish pasties!

The club's foreign holiday this year was to Northern Portugal. After the success of

the previous year's holiday to Tavira, the club returned for a two centre trip to the Wilderness Parks of Northern Portugal, staying for four nights in Castro Laboriero and three nights in Peneda. Some of the group then stayed on for two additional nights in Porto before returning home.

The club looks forward to another year of walking in 2017, with a wide and varied holiday programme including trips to Plymouth and Arrowchar in Scotland, a foreign holiday in Austria and weekends on the Causeway Coast and Donegal. Trail walks include Wainwright's Coast to Coast, the Cleveland Way and the Wicklow Way.

Squash

Overall 2016 was marked by a number of individual successes and the retention of Premier league status. Quite an achievement when considered against the high number of injuries to key players

during the year which kept them out of action.

Turning to individual successes, David Ayerst the Clubs number one ranked player had a great year reaching the final of all four of the Irish Nationals over 40's and won three of them-a remarkable achievement and one which reflected well on the Club.

Stuart Gaffikin also had a good year replacing David as the Clubs number one ranked player after David sustained an injury which kept him off the court. This has really helped to improve Stuart's game and we are confident that if Stuart continues to perform well at that level he should make the Ulster team.

Table Tennis

The Table Tennis Club continued to thrive during the 2016 calendar year, fielding 5 teams in the Belfast & District League.

2016 saw a Civil Service team return to the prestigious premier league. Having lost Zac Wilson last year to the professional circuit in Europe, it was time for the club to seek to consolidate its position and expose new and developing talent at the highest level of Ulster table tennis. At the time of writing, the Premier team is holding its own and a mid-table finish remains a realistic objective.

It was mixed fortunes for our second Division sides which saw the A team securing the 2015/16 title and the B team facing relegation. Victory for the A team was a fantastic achievement and saw a long-awaited return of the Div 2 silverware to the Pavilion. The Club has two strong teams competing in the second flight again this season with the aim of retaining the title. This will prove challenging given the emergence of top Ulster and Irish ranked junior players featuring in other leading Belfast clubs.

Two teams also featured in Div 3. Unfortunately, a number of injuries impacted on the availability of key players and the Div 3 A team did well to secure a top 3 finish. This year we have fielded just the one very competitive team in Div 3 and they have made a strong start to the new season.

Last but not least, we were able to introduce a number of new players to competitive table tennis in Div 4. This proved enjoyable, though challenging for the squad and this season we are seeing great improvement as the team battles in Div 5.

On an individual level, Martin Pickles is ranked as Irish no. 2 (over 70) and achieved a silver medal when representing Ireland in the 6 Nations. We were also delighted to see Wayne Crawford win the Div 2 singles championship. Congratulations to Wayne, Kris Donaghy, Martin Pickles and Brian Calvert who were

selected to represent the league against Leinster.

NICS Rugby Club

The rugby club will celebrate its centenary in 2022 just 5 years from now. The club has faced challenges over the past 2 seasons, but has already won promotion from Ulster Rugby Provincial League Division 3, to Kukri Ulster Rugby Championship Division 3, with a third of the season still to run.

In addition to two adult teams the club is building a youth section and the thriving minis section, is going from strength to strength.

The adult section is growing, with the 1st XV about to return to playing in the Kukri Ulster Rugby Championship Division 3. The 2nd XV lie just behind the leaders of Ulster Regional East 2, Holywood.

Next season is a very important season for Civil Service (NI) Rugby as it represents an opportunity to 'kick on' following this seasons success.

The 2nd XV are competing strongly having lost only one game so far this year. Our recruitment plans in preparation for next season may require the creation of a 3rd XV.

With improved performances on the pitch and the signing of our new Coach Stewart Hooks, whom we will retain for the next season, numbers at training on Mondays and Wednesdays are consistently good, with competition for places evident.

In the youth section the U16s won their league and reached the semi finals of their cup competition. The club is fielding an U14s in Partnership with Instonians. Michael Curran and Marty McQuigan

have been doing a great job and the club is urgently recruiting more youth coaches to help out and to enable U18 rugby to be played at Service next year.

Players are drawn from all 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.

The minis section offers rugby for primary 1 pupils and older. Saturday mornings see over 100 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. The minis run several tournaments at the club each season drawing in 100s of guests and the section have proven to be very successful

tourists, regularly attending the Dalzell tournament in Scotland each season and returning with trophies.

The P6s in particular toured to Madrid and returned as European Champions, or at least undefeated winners of that particular tournament. They return to Spain this year in the hope of emulating that feat.

In both the minis and youth sections 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. A Cross Community Rugby Officer has been appointed and funded by the club to extend our reach and increase our numbers.

The coaching structure to support all of this includes, 1 Head Coach an assistant Coach and two Managers for the adult section, 3 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 assisted in achieving accreditation.

This Season the Rugby Club have been able to run a full social calendar as advertised in our Fixture Card. Two very successful President's lunches thanks to the irrepressible Shaun McMorran, one even included Ladies, returning to the club after many years. A Formal, Three Poker nights, Christmas party's and 6 Nation match days including Mini fund raisers for the tours.

Civil Service (NI) are great hosts, blessed with excellent facilities and excellent support from the tireless Pavilion Staff and Management. Our visiting teams and

Officials realise that our pitches are the best in Ulster!

Tennis

The Club's teams in the Belfast & District League were fairly successful in 2016, winning the Junior Ladies' Knock-out Cup and finishing runners-up in the respective Divisions of the Men's Singles and Mixed Leagues.

The Club's Internal Competitions also proved enjoyable and hard-fought, as were those Saturday Tournaments which survived the weather! Our senior members continue to enjoy informal Club play on at least two afternoons per week, weather and courts permitting. The Club's season culminated in a well-attended Dinner and Awards night at the Pavilion in November.

Unfortunately, ongoing problems with the playing surface of the courts, together with competition from other neighbouring clubs (some of which can offer indoor facilities and/or cut-price temporary memberships) has led to a decline in membership numbers and, on occasion, an inability to host League matches. It is hoped that the court renovation work will reverse this trend and enable the Club to approach its forthcoming Centenary in a healthier state.

New members, irrespective of age or ability, are always welcome. The Club's website www.civilservicetennis.com helps to keep members up to date with events and assists in promoting/advertising the Club.

Appendix 3: Competition & Events Reports

Summer Soccer League

2016 saw the return of the popular Summer Soccer League competition. This was the first time the competition had been held since 2009 with 6 teams battling it out for the title of champions. The tournament began in May for 6 weeks in total with finals on Friday 10th June 2016. Newcastle Old Boys were crowned Summer Soccer League champions beating Castle Court Cosmos 3-0 in the final. LPS Lanyon Plaza also won the 3rd/4th place final. After the final the players were invited into the Pavilion where they enjoyed food & drink and also were

presented with their silverware. Everyone had a great time and delighted to see the competition back. We aim to continue to develop the competition further in 2017.

Kildare Shopping Village

2016 saw the third annual trip to Kildare Shopping Village. The event involved coach transfers to and from the outlet with coach pickups organised along the route at Coleraine, Ballymena, Antrim, Belfast, Sprucefield and Newry.

In total, 96 members attended the event, representing an increase from 37 in 2015. At £15.00 per person, with an additional 10% off in all shops along with a €100 gift card that we gave away to one lucky winner on the day, the event represented excellent value for money. The trip provided members and their families with an enjoyable and fun filled day out. We will certainly be building on the success of

the trip to Kildare Shopping Village and will return it to the events calendar in 2017.

Family Fun Day

On Saturday 20th August 2016, 146 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. The families participated in two morning and two afternoon activities. The day began with everyone gathering in the main hall for registration and for the usual starter of tea / coffee and scones before embarking on the morning activities.

Just like last year, the weather was kind to us on the day, which always adds to the enjoyment of participants. 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, whilst the other eager participants waited patiently at the side of dock for their turn. As always the driver of the speed boat taking particular pleasure in dumping everyone into Lough Erne! 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

NICSSA presented members with the opportunity of some surf tuition with Troggs Surf School at the North Coast Watersports Centre on East Strand, Portrush on Saturday 10th September 2016. This was our fifth year and as always the Learn to Surf event was fully booked. For a Saturday in September, the conditions were perfect for surfing, with a nice breeze bringing the tide in. There were particularly good waves this year, which helped get some of the members

standing on the boards! The age of the participants varied from young kids of around 5 years old, to big kids in their 50's, all there to learn the basics of surfing.

This event is an excellent opportunity for members to attend and learn an activity that in other cases, they perhaps wouldn't get an opportunity to try out. We are already on the ball with booking 2017's Learn to Surf Event.

Christmas Pantomimes

Over the Christmas and New Year period, NICSSA provide members with the opportunity to attend a Christmas Pantomime at a special member's price. The pantomime season started with Robinson Crusoe at the Riverside Theatre Coleraine with 32 members attending this performance. Next on the calendar, we had Cinderella at the Market Place

Theatre, Armagh on Saturday 10th December. All 20 tickets sold out for this show. There were two pantomimes taking place on Friday 16th December 2016. First up was Aladdin at the Braid Ballymena. This production was be a local theatre company and was said to be very good. We had 7 members attend this.

The Second show on Friday the 16th December was Cinderella at the Millennium Forum Derry; this show was special this year in that we went VIP with our tickets! Meaning that the adults and kids got refreshments on arrival, to meet the cast after the show and even meet Santa to get a present during the break. This show sold out with 50 members attending. We had a few members write to us to say the show was fantastic.

On Saturday 17th, we had a group of 50 members taking in a performance of Snow White at The Courtyard Theatre at The

Mill, Newtownabbey. This was a popular one amongst our members and sold out within the first two weeks of ticket release. Also on Saturday the 17th December we had the performance of Gingerbread Mix-Up at The Lyric Theatre Belfast. 50 members and their families attended this performance.

On Thursday 19th January we had Cinderella in the Adwomen Theatre. This show was requested by a member in which we then got them three tickets for.

2017 will see the continuation of our Christmas Pantomime programme. Information on all pantomimes will be released towards the middle of the year, so keep your eyes out for the monthly NICSSA newsletter for further information. If anyone has any suggestions on new venues we could introduce, please let one of the team know and we will be happy to look into it.

Musicals and Shows

Grand Opera House and Millennium Forum

Once again in 2016, the opportunity to purchase discounted tickets for shows and musicals proved popular amongst our members. The shows on offer to members From the Grand Opera House included The Body Guard, Chicago, Footloose, and Sister Act.

2017 promises to be an exciting year for shows and musicals, with some massive West End Productions such as Dirty Dancing, Wonderland, Cirque Berserk and Sister Act coming to Northern Ireland. We will continue to offer members the opportunity to attend these shows, so keep a look out for what is coming up.

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