

20
22

ANNUAL
REPORT



Foreword

2022 was a transformative year for Irish Surfing. We secured increased funding allowing us to engage two additional employees and, in turn increasing our capacity to deliver on our goals.

We rebranded, launched a new website, got back to normal activity, increased membership and engaged in a consultation with our stakeholders to develop a new Strategic Plan for the next three years.

Through the planning process we established a shared vision, goals and values. Setting out the vision and goals enable us to define what Irish Surfing has to do, whilst setting the values show us how to do it.

The shared values defined in our strategic plan, set the culture of Irish Surfing. Culture is a shared commitment from all to improving the organisation's performance, efficiency, and reputation.

Culture and values are important to the success and overall health of the organisation and the people within it, defining our internal and external identity, transforming critics into advocates, and the organisation into community, with a shared identity.

It is everyone's responsibility, from our board to staff, clubs, members and volunteers, to set the organisation's culture by living by Irish Surfing's values - Respect, Integrity, Passion, Pride, Excellence.

We are most grateful to Sport Ireland for their support and belief, giving us the opportunity to expand our organisation and deliver on our strategy. The support from our domestic surf industry, schools, shops, and other partners continues to be invaluable to growing our sport and community. A final thankyou to our team of voluntary board members and officers, our staff, instructor developers, and the many volunteers working tirelessly in clubs and at the grassroots of our sport.

We are excited to be working together to shape the future of Irish Surfing.

Jonathan Moore
Chairperson

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1 — ACTIVITY

1. Activity

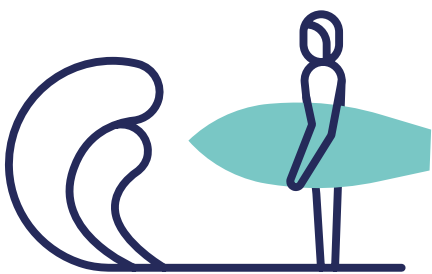
Joining Irish Surfing strengthens our sport, increases our voice and supports us as the National Governing Body to deliver for our surfing community, our clubs and the next generation of young surfers.

There are two pathways to membership:

- Join a registered Surf Club
- Join Irish Surfing directly for Leisure Membership

Membership

Total	2021	%	2022	%	
Total	1448		1577		↑
Adult Female	142	9.8%	327	21%	↑
Adult Male	788	54.4%	598	38%	↓
Junior Female	236	16.3%	296	19%	↑
Junior Male	282	19.5%	356	23%	↑

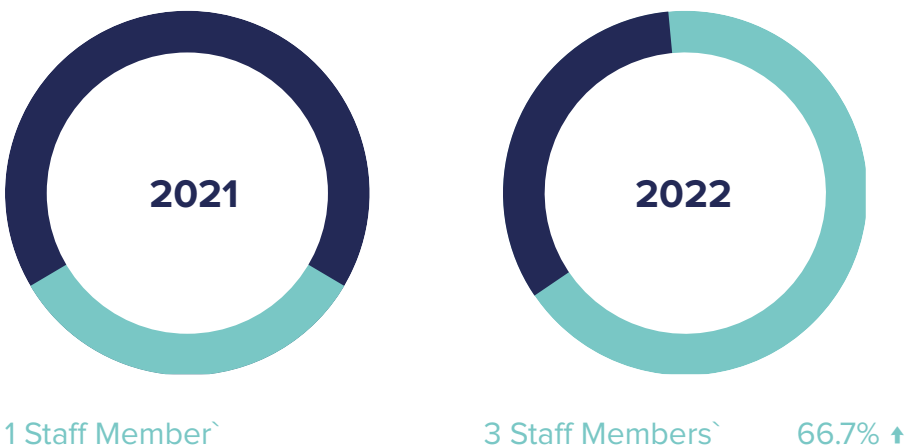


Surf Clubs

In 2021 there were 12 Clubs, in 2022 that number remained the same with the opening of Achill Island surf club and the closing of Gtown Surf Club.

Surf Schools

- 61 registered schools in 2021
- 62 registered schools in 2022



HR

In 2021 there was 1 employee, which increased to 3 employees in 2022, a 66.7% increase in staff.

1. Activity

Governance

Gender Balance

60/40 Gender balance achieved on the board of Irish Surfing (4 male/ 3 female)

Sub-committees Formed

- Audit & Risk Sub-committee- to support the board in fulfilling their responsibilities in relation to good governance, financial reporting, risk management and control systems.
- Wavepool Sub-committee- to advocate the development of a wave pool.

Meeting

- 6 x Board Meetings
- 2 x Club Meetings
- 1 x Surf Schools Meetings
- 10 x Board Governance Training
- 12 x Other Meetings including Sport Ireland, Sport NI, MAIB
- Federation of Irish Sport AGM
- Olympic Federation of Ireland AMG
- European Surfing Federation AGM, Paris
- International Surfing Association AGM, Online

High Performance

- Domestic Contest Calendar reinstated after 2 year absence-
- Irish Surfing Junior Tour x 4 events
- Irish National Surfing Championships
- Rossnawlagh Intercounties
- Irish Junior Tour Consultation
- Irish Surf Teams attended and placed 7th Eurosurf Junior, Santa Cruz, Portugal and 31st World Surfing Games, Huntington Beach, CA
- Antidoping section on our website updated & anti-doping information provided to junior and senior teams.
- No Anti-doping test were carried out in competition in 2022

Women In Sport

Our Women In Sport programmes were delivered by a wonderful team of mentors and women coaches in Clare,

Waterford and Donegal partnering with Tbay Surf Club, West Coast Surf Club and Rossnawlagh Surf Club with 300 women and 288 girls participating.

Coaching

- Delivered Level 1 Surf Instructor x 8 and Flatwater SUP X 1 courses (82 participants/ 23 Women/ 59 Men).
- Trained Instructor Developer Assessor x 1 and Instructor Developers x 2.
- Coaches attended iCoachKids workshops attended in Sligo, Donegal, Limerick & Waterford

Judging

- International Surfing Association Basic Judging Course x 60.
- Gavin McCrea selected to the judging panel for Eurosurf Junior & Eurosup.
- Ayesha Garvey selected to participate on ISA Women's Judging Programme at the 2022 ISA World Surfing Games, one of 8 women worldwide.

Safeguarding

- Appointment of Trish Mulcahy as National Childrens Officer
- 3 Safeguarding 1 Courses delivered.
- Garda Vetting Applications Processed 160
- Club Audit completed.
- Attended NCO Safeguarding Campaign: Networking event Sport Campus Ireland

Safety

- Ireland UK SUP Safety Group x 4 meetings attended.
- SUP Safety Clinic x 2 run by Instructor Developer, Keith Gorman with RNLI & SurfDock.

- Attended a Water Safety Weekend with Decathlon, other Waterports, RNLI & WSI.
- Launch our new Safe Surfing and Etiquette Leaflet.
- Winter Safety Message issued.

Communication

- Rebranded
- New website
- Justgo Membership Management Software
- PRO Appointed

Capital

65 beginner surfboards distributed to promote increased participation in clubs.



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FINANCIAL REPORT

FUNDING

Lets talk numbers! 2022 was a transformative year for Irish Surfing with increased funding allowing for opportunities and growth.

Funding	2021	2022	
Sport Ireland Core Grant	€80000	€125000	↑
Sport Ireland WIS	€10200	€10200	
Sport Ireland Covid Recovery	€20000	€70000	↑
Sport NI Athlete Award	£6000	£7500	↑
OFI Make A Difference	0	€2000	↑
Financial Statements Summary 2022	—	—	
Income	231,091	289,433	
Expenditure	189,516	272,101	
Surplus/ Deficit	41,575	17,332	
Reserves	112,563	129,895	



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WHO WE ARE

3. Who We Are

We are a voluntary organisation comprising of clubs and groups involved in the development, representation and regulation of surfing in its many forms.

The Board

Jonathon Moore, *Chairperson*
Roy Kilfeather, *Secretary & Health and Safety Officer*
Tim Ferguson, *Treasurer*
Breda Kilbane, *Director*
Ronan Breen, *Director*
Hannah Tarrant, *Director*
Carla Magee, *Director*

Officers & Committees

Trish Mulcahy, *National Children's Office*
Dave Flynn, *Environment Officer*
Dara O'Malley Daly, *Safety Officer*
John Britton, *PRO*
Tom Losey, *Disability Inclusion Officer*
Tim Ferguson, Roy Kilfeather, Lorna Byrne O'Rourke, *Audit & Risk Sub -committee*
Tim Ferguson, Ross Allen, *Wave Pool Sub -committee*

Staff

Zoe Lally, *CEO*
Gavin McCrea, *Technical Coordinator*
Mags Power, *Administrator*





4 — STRATEGIC PLAN

4. Strategic Plan

We engaged with our members and stakeholders online and through purpose meetings with a facilitator to guide the development of our next strategic planning cycle. Our Strategic Plan 2023–2025 ‘Sharing The Stoke’ was completed in 2022 and formally launched in early 2023.

[Click this link to read our strategic report.](#)

PURPOSE

Sharing the stoke of safe and inclusive surfing in harmony with nature.

VISION

More people enjoying surfing, achieving excellence and connecting with Irish Surfing.

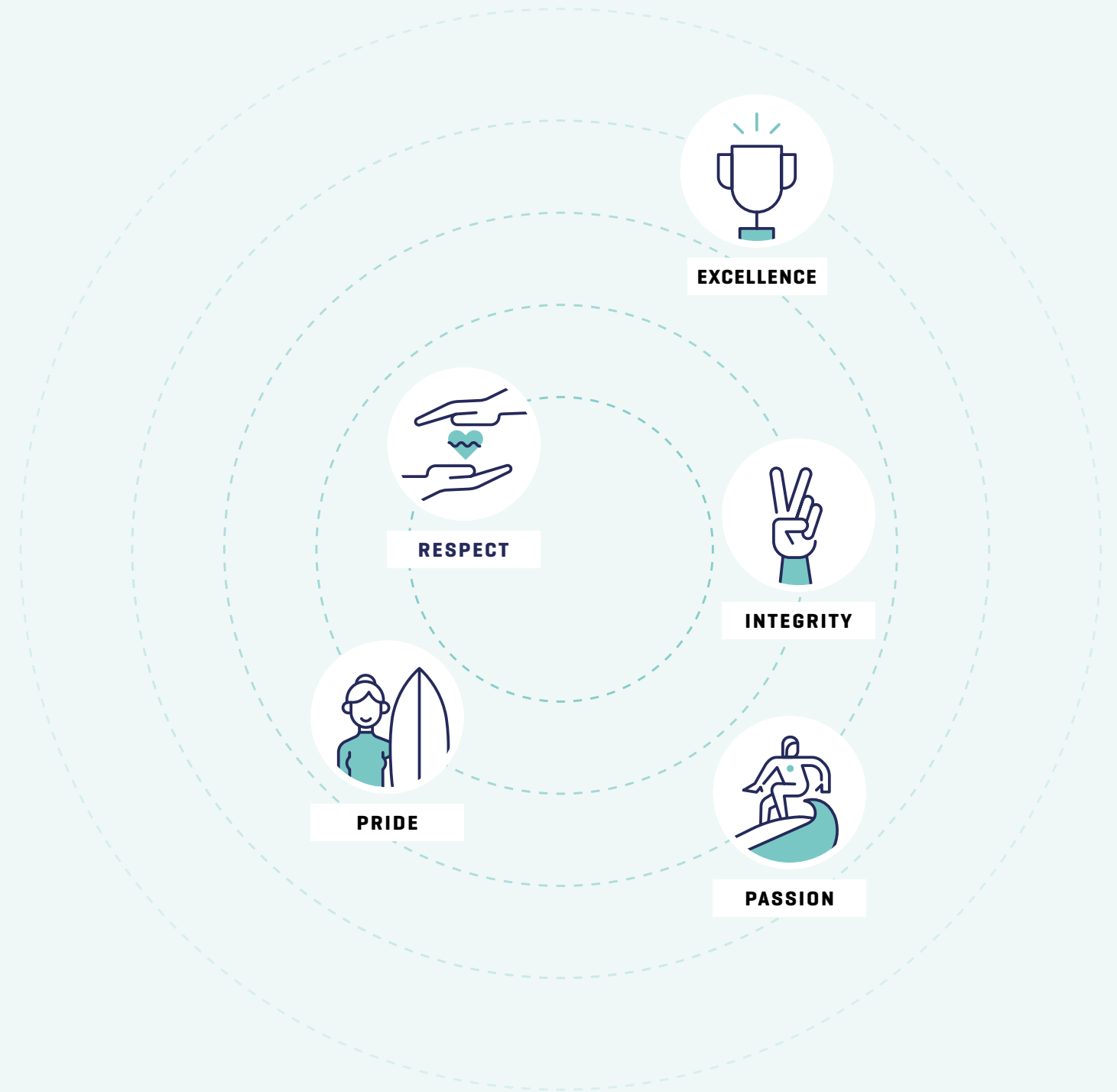
MISSION

Deliver supports, structures, and resources to fulfil the needs of a diverse surfing community, with safety and inclusion central.



GUIDING PRINCIPLES

- 1. RESPECT:** Our appreciation of our surfing environment, the power of the ocean, valuing each other and having regard for the rules.
- 2. INTEGRITY:** Our pledge to uphold strong ethical, moral and sporting values.
- 3. PASSION:** Our love for surfing, the excitement, joy, and thrill that inspires our participation and drives our shared goals.
- 4. PRIDE:** We celebrate and appreciate Irish Surfing, our history and culture.
- 5. EXCELLENCE:** We will strive for high standards in everything we do.



STRATEGIC GOALS

- 1. GROW:** Grow organisational capacity to improve our performance and increase our power to achieve our goals and mission.
- 2. PARTICIPATE:** Increase active and social participation and greater connection and engagement with the surfing community.
- 3. COMPETE:** Create and support opportunities to compete and excel.
- 4. COACH:** Design and deliver quality training.
- 5. RESPONSIBLE SURFING:** Focus on safety, surfer health and wellbeing; and harness our love for the sea to inspire the surfing community to actively care for our surfing environment.



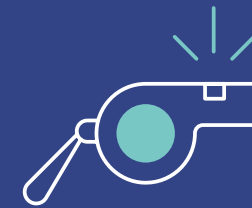
GROW



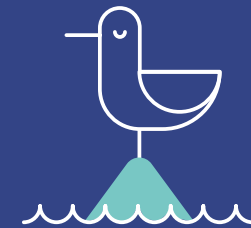
PARTICIPATE



COMPETE



COACH



RESPONSIBLE
SURFING



5 — GOVERNANCE

Irish Surfing signed the Annual Board Assurance Statement to Sport Ireland confirming our continued commitment to the standards outlines in the Governance Code for Sport. The Code is a voluntary code of practice for good governance of sport organisations in Ireland.

The five principles of our Code are:

- Leading the organisation
- Exercising control over the organisation
- Being transparent and accountable
- Working effectively
- Behaving with integrity

Annual Board Assurance Statement

Leading our Organisation

1. The Board of Irish Surfing, confirms that it has agreed the organisation’s vision, purpose, mission, values and objectives.
2. Exercising Control Over our Organisation
3. The Board of Irish Surfing confirms that it has identified, and complies with, all its relevant legal and regulatory requirements.
4. The Board confirms that the requirements of sub-principle 2.2 of the Governance Code for Sport in relation to appropriate internal financial and management controls are being complied with.

The key control procedures which have been put in place by the Board, to provide effective internal financial control are as follows:

- The Board monitors income and expenditure against budget and cash-flow each quarter or more often.
- Appropriate financial management procedures, systems and controls are in place and have been agreed by the Board.
- The Board has agreed spending limits for the Executive

5. The Board in conjunction with the Executive has developed a Risk Management Policy and a Risk Management plan for the year.

Being transparent and accountable

6. The Board has ensured that Irish Surfing’s annual activity report are widely available and easy to access on the organisation’s website and elsewhere.

Working Effectively

7. The Board has ensured that all Board members and sub-committee members are familiar with the Governance Code for Sport and the organisation’s governing documents.
8. The Board confirms that they have clarified the differences between the responsibilities of the Board and the Executive.
9. The Board confirms that it has reviewed in the last 12 months the way it works and identified potential improvements.

Behaving with Integrity

10. The Board confirms that a code of conduct for board members has been put in place that outlines the expected standards of behaviour and which includes clear guidelines on the receipt of gifts and hospitality and Board confidentiality. Board members have signed a commitment to the Code of Conduct.
11. The Board confirms that it has developed a policy on ‘conflicts of interest’ and ‘conflicts of loyalty’ and the requirements of the Governance Code for Sport in relation to conflicts of interest and loyalty are being complied with.





Company Information

Company Name Irish Surfing Association CLG
Business Name Irish Surfing
Registered Address Unit 2, Enterprise Centre, Main Street, Easkey, Co Sligo
Company Number 269381
Auditor Mulhern Leonard, Sligo
Solicitor Niall Quinn Solicitors, Ballyshannon

Membership International Surfing Association
European Surfing Federation
Olympic Federation Of Ireland
Federation of Irish Sport

Recognition Sport Ireland
Sport NI

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