



**ROWING
IRELAND**

ROWING IRELAND
ANNUAL REPORT

2020





Executive Summary	4
Presidents Report	6
CEO Report	8
By the numbers	12
High-Performance Directors Report	13
Secretaries report	17
Board of Directors	20
2020 – 2021 Results	22
High Performance Committee	25
Safety Advisory Committee	28
Domestic Events Committee	30
Umpires Committee	33
Coach Education Programme	34
Club Support Officer	35
Offshore	37
Coastal	39
Get Going Get Rowing Programme	41
Women in Sport	43
Commercial	45
Anti-Doping Report	47
Audit & Risk Committee	49
Treasurer Report	52





Executive Summary

The past 12 months have seen a year like no other both in and out of the water for Rowing Ireland. The sport continues to be one of the fastest growing in Ireland, with the success of our athletes on the domestic and international stage inspiring many around the country.

Rowing Ireland's mission is to spearhead excellence, strong clubs and rowing for life. On a day - to-day operational level this equates to four pillars as set out in our strategic plan:

High Performance “we will excel” Leading our Sport Rowing for All, a Sport for Life Supporting Clubs, the backbone of our community

Our strategy is pinned on the vision to promote a culture of excellence and openness so that athletes, coaches and volunteers have a lifelong positive experience.

The past year has seen Rowing Ireland adapt and excel in the face of adversity and continue to take the sport to unprecedented heights in this country. Rowing Ireland sent a record six crews to the Olympic Games in Tokyo, making history by securing medals in both the Lightweight Men's Double Sculls and the Women's Four.

Paul O'Donovan and Fintan McCarthy's gold medal represented the first ever for Ireland in the sport of rowing, while Aifric Keogh, Eimear Lambe, Fiona Murtagh and Emily Hegarty's bronze was the first medal for an Irish women's team.

Six medals were also secured across the 2020 and 2021 European Championships while our pathways remain strong, with medals won at the 2020 U23 European Championships, the 2021 U23 World Rowing Championships and the Junior European and Junior World Championships for 2020 and 2021 respectively.

Away from the water, Rowing Ireland adapted and engaged with our stakeholders like never before, despite COVID-19 restrictions. We ran 138 webinars/virtual events



across areas such as High-Performance, Grassroots, Women in Sport, and Coach Education, while on social media our presence grew by over 40% across the board since January, with great pride coming from our digital adaptation.

Income and expenditure remain strong once again as we strive to become a bigger and more effective sport, in the wake of our international success this year. The range of activities across our organisation is vast and this report sets out the highlights from each area of activity under each of the strategic pillars in 2020 as well as looking at the activity across our provinces.





Presidents report

Eamonn Colclough
President
2017–2021

I have the pleasure to begin this report by congratulating the High-Performance team for their fantastic success in Tokyo.

The gold and bronze medals were the icing on the cake which saw six Irish boats making it to the Olympic semi-finals. This success follows the Olympic breakthrough in Rio de Janeiro and a radical revamp of Rowing Ireland's High-Performance programme. Between 2012 and 2016, Rowing Ireland won six medals at World Rowing events and qualified three boats for the Rio de Janeiro Olympics winning our first Olympic medal. Building on this success between 2017 and 2021 we won thirty-seven medals at World Rowing events culminating in qualifying six boats and winning gold and bronze medals in Tokyo. This has been a period of fantastic success on the international scene which has raised Rowing Ireland's profile with the Irish public. The High-Performance programme is now designed to be sustainable and will not collapse when principal talent decide to retire. Our High-Performance Programme is now a 'winning stable,' dedicated to identifying and nurturing a continuous supply of Olympic grade athletes.

The COVID pandemic ravaged the world since early 2020. In response, Rowing Ireland set up a COVID monitoring group in April 2020 which met weekly by Zoom to assess the situation and advise you, our members, on various courses of action. However, the pandemic unfortunately resulted in a shutdown of competitions in 2020. Meanwhile, thanks to the wonders of modern medicine and the fantastic uptake of the vaccine programme by the Irish public, we were able to resume training in the summer of 2021 and provide a limited competition programme in July and August, culminating in the championship regatta in late August. I would like to thank the event committees who undertook to organise and run these regattas in compliance with the COVID guidelines and provided much appreciated competitions for our athletes.

In August 2021, we were again able to run our Coastal Rowing Championships at the NRC. It was a wonderful event and we were delighted to once again welcome

the Coastal Rowing clubs to the NRC. The Offshore Championships in 2020 were held in Portmagee, Co. Kerry. This was the only competition held by Rowing Ireland in 2020. In 2021, the Offshore Championships were held in Bantry, Co. Cork in September.

In recent years, Rowing Ireland has become a 'Broad Church.' We have learned lessons from rowing federations on the continent such as Germany, France, Holland and Denmark amongst others, where up to 70% of rowers are recreational and 30% competitive. Rowing Ireland views recreational rowing as an opportunity to open our sport to greater participation. Competitive rowing remains Rowing Ireland's primary focus. However, I encourage clubs to become more inclusive, grow your membership, embrace and nurture all forms of rowing in your clubs.

I would like to thank the employees of Rowing Ireland who are passionate about our sport and who, without exception, serve over and beyond the call of duty.

Finally, it has been an immense privilege for me to have been President of Rowing Ireland over the last five years. It has been an exciting time. We in Rowing Ireland have enjoyed fantastic success on the international scene and were enjoying significant growth in our numbers until the pandemic struck. I would like to thank the members of the Board of Rowing Ireland for their support to me, their commitment and dedication has ensured that our sport is governed to the highest standards. I would like to offer my congratulations and best wishes to my successor and I am confident that Rowing Ireland will enjoy continued growth and success.

Eamonn Colclough
President





CEO report

Michelle Carpenter
Chief Executive Officer

Reflecting on 2020, it was a year that affected us all and a year that we will not forget. However, 2021 has been a year packed with rowing success, at all levels on our pathway from the Coupe de la Jeunesse to the Olympic Games. I am proud of the wider rowing community for what we have achieved, and want to thank all those who supported clubs and the growth of our sport. Irish rowing has continued to prove it is a force to be reckoned with on an international level.



Looking to the future, the next phase in our journey is the preparation for the 2024 Paris Olympics. We will continue the support and success we have seen so far, with our strategy of supporting our clubs, Rowing For All, and ultimately, leading our sport to the next level, and achieving greatness once again.

Our vision has been, and continues to be, spearheading excellence, strong clubs and rowing for life. We promote a culture of excellence and openness so that athletes, coaches and volunteers have a lifelong positive experience. Rowing Ireland has worked across its core pillars to deliver upon this vision, resulting in a year of success for its athletes.



**First womens Irish Team
medal and first ever
Women's rowing medal**

In March 2020, we as a nation faced unprecedented challenges in the wake of the COVID-19 pandemic. While restricted in our ability to support clubs and our athletes, we continued to train and prepare for the return of this sport. Four boats qualified for the forthcoming Olympics Games, with the possibility of two more. We ended 2020 with a total of six boats qualified for the Tokyo Olympics.

**First ever Gold Rowing
medal and Gold medal
in Irish Mens team sport**

Rowing Ireland has sought to increase its digital presence and saw comprehensive coverage of high-profile events in 2021. Rowing Ireland has recognised in the wake of COVID that we must adapt and change, and ultimately, optimise our approach. Our social media presence has grown over 40% across the board since January. In July 2021, during our Olympic efforts, Rowing Ireland topped the list of all participating National Governing Bodies for engagement from its followers, despite many others being much larger organisations. Rowing Ireland has also gained verification across its social media presence, validating its role as a key provider of information on the sport of rowing in Ireland. As a body, we must continue to optimise our approach and will continue to as we enter 2022.

Early on during COVID, in May 2020 we were asked to complete a Governance audit by Sport Ireland; 43 documents were submitted to BDO who responded to us with a series of recommendations.

We were successful in our funding applications, receiving €615,000 as a governing body from the Large-Scale Infrastructure Fund and with Clubs receiving a total of €97,000 from two rounds of the Sport Ireland Club Resilience Fund.

In November we launched our new Coach Education courses; the introductory level course launched in 2020, and Level One and Level Two courses will follow later this year. There has been a continuously high demand for all coaching courses, and through the ease of access for users online through Zoom, we have been able to facilitate a large number of courses in 2020.

In addition, 24 female coaches were engaged in LIFT leadership training, with five progressing to become training facilitators. Three female club members took part in the Women in Leadership programme run and facilitated by Swim Ireland.

Since the onset of the pandemic, we have had a group of dedicated and hard-working individuals that took on the role of information gathering, defining and communicating the ever-changing current COVID guidance. The Rowing Ireland COVID working group met every Monday evening during the pandemic to ensure our clubs and our members were kept safe and operated within the guidance. The task performed by this group was a very challenging one, information and guidance came from the HSE, Irish Government, the Northern Executive, Sport Ireland, and Sport Northern Ireland. Thousands of pieces of guidance had to be interpreted and communicated to our clubs so that our members could operate within the relevant guidance and keep each other safe and healthy. The time and effort put in by this group of people was extraordinary, the results were that no large outbreak of the virus was reported to have occurred as a result of a rowing event or from attendance at a rowing club.

We sincerely thank this group of people who still continue to meet to ensure our compliance with the current regulations and restrictions.

Rowing Ireland has been a leader amongst Irish and NI National Governing Bodies in engaging with our members, clubs and supporters in new and innovative ways. We have reached and engaged with stakeholders



that would otherwise not have been possible before the move to virtual meetings and events.

The ease with which we can connect with stakeholders through online platforms such as Zoom has been encouraging despite the lack of competition in 2020. We were also able to include our partners in our events and provide them with additional activation previously available.

Rowing Ireland adapted to the restrictions and held 138 webinars/virtual events with a total of 14,668 participants. These were held across many areas of our sport, High-Performance, Grassroots, Women in Sport, Coach Education, Nutrition and Governance topics were featured throughout the year.

In October we were lifted with significant wins at the European championships. Not only at senior level but all levels, which culminated in Tokyo with the success of the Lightweight Men's Double and the Women's Four winning Gold and Bronze Medals. 2021 was a year like no other, with our athletes winning medals at every international event they attended. A total of ten medals were won across Coupe, Junior U23 and Senior regattas.

There has been a big step in the right direction for the underage categories. In the last two years, across three top international competitions, seven crews have competed; all of them raced in the A final (top six) winning five medals overall. The U23s have a large team (14 crews) with a large number of athletes (38) selected for the European and World Championships, winning six medals overall.

Looking at the overall results, we can say that Rowing Ireland has a High-Performance Team across all categories; Heavyweight and Lightweight, Scullers and Sweepers, Female and Male. In the last two years we have had 18 crews racing across the three main events (two European Championships and the Olympic Games). We have won eight medals and we are confident that we can do better.

I would like to thank our supporters, friends and all our sponsors who have continued to support us during difficult times. Their commitment and dedication has been outstanding. As a national governing body, we rely upon Government funding, grants, and support from Sport Ireland and Sport Northern Ireland. Without this we would not have achieved the great things we have to date. From our youngest members, right through to our Olympic athletes, we are grateful for the help and support we

receive. Rowing Ireland would like to extend a thank you to John Treacy, Antoinette McKeown, and their teams for their continued support and understanding of our requirements.





By the numbers

Title	Type	Area	Number of Webinars	Participants
Big Strong Girls	Webinar	High-Performance	1	97
Row with the Pro's	Training Sessions	Grassroots	12	1400
Nutrition	Webinar	Grassroots	10	250
Virtual Regatta	Competition	Grassroots	1	1,200
Virtual Club Meetings	Webinar	Grassroots	3	75
Sports Capital Programme Applications	Webinar	Grassroots	1	40
Virtual Training Challenge	Competition	Grassroots	1	140
Coach Education - Introductory	Webinar	Coach Ed	52	155
AGM	Webinar	Clubs & Members	1	74 (152 LS)
EGM/Reconvened AGM	Webinar	Clubs & Members	1	58
Women in Coaching - Webinar Series	Webinar	Women in Sport	3	802
Coach Education CPD	Webinar	Coach Ed	10	6
Athlete Q&A	Webinar	High-Performance & Grassroots	5	3,014
Nutrition Q&A	Webinar	Grassroots	1	700
Retaining Girls in Sport	Webinar	Women in Sport	1	172
World Championships Revisited	Webinar	High-Performance	6	3,793
LABA – High-Performance Training Plan	Webinar	High-Performance	1	1200
Coach Development Camp	Webinar	Women in Sport / Coach Ed	1	12
LIFT Leadership	Webinar	Women in Sport	8	4
Webinar w/Mark Pollock	Webinar	Grassroots	1	104
Women in Coaching Q&A	Webinar	Women in Sport	1	87
Governance	Webinar	Good Club Governance	1	54
Insurance	Webinar	Membership personal accident insurance	1	47
Club safety Statement	Webinar	Compiling a club safety statement	1	52
Return to Rowing	Webinar	COVID guidance for clubs returning to rowing	1	58
Event COVID Officer	Webinar	Guidance for event and club event officers	1	48
Stay Active with Kenny	Webinar	Grassroots	12	1100
Totals			138	14,668

High-Performance Directors report

Antonio Maurogiovanni
 High-Performance
 Director

There has been a dramatic step in the right direction for Rowing Ireland overall, but especially for those competing in underage categories. In just the last two years, seven junior Irish crews have competed in three world-class competitions, each qualifying for A Finals and taking home a total of five medals. Additionally, our U23s, with 14 crews, have won six medals across European and World Championships.

Rowing Ireland has a high-performance presence spanning Heavyweight, Lightweight categories, both Scullers and Sweepers, with male and female representation amongst each category. 18 crews in two years have competed across three main events; two European Championships and the 2020 Tokyo Olympics. With eight medals secured, I have no doubt we are on course to excel and achieve even more in the coming cycle.

Year	Event	Gold	Silver	Bronze	Total
2021	Olympic Games	1 LM2x		1 W4-	2
	European Rowing Championships	1 LM2x	1 W4-		2
	U23 World Rowing Championships		2 BM4- BM4+		2
	Junior World Rowing Championships			1 JW2x	1
2020	European Rowing Championships	1 W1x		3 W4- LM1x M2x	4
	U23 European Rowing Championships	2 BLW2- BM2x	1 BLW2x	2 BM4+ BW2-	5
	Junior European Rowing Championships		1 JM4x		1
	U23 World Rowing Championships	2 LM2x W1x	1 M2x	1 PR2 W1x	4
2019	European Rowing Championships	1 W1x			1
	U23 World Rowing Championships		1 BW4-	1 LM4x	2
	U23 European Rowing Championships	1 M1 x			1
	Junior European Rowing Championships		1 JM4+		1
	World Rowing Championships	2 W1x LM2x			2
2018	European Rowing Championships		1 LM2x		1
	U23 World Rowing Championships	1 LM2-	1 LM4x		2
	World Rowing Championships	2 LM1x LM2-			2
	European Rowing Championships	2 LM1x LM2-	1 LM2x		3
	U23 World Rowing Championships			2 LM2- LM4x	2
2017	Junior European Rowing Championships		1 JW2x		1
	Total Medals	16	12	11	39



Comments

Rowing Ireland has climbed the ranks on the international rowing stage. The main pillars of success for the federation are

1. A centralised program
2. Quality-focused training program
3. Uniformity of the technical model
4. High-quality coaching
5. Exclusive use of the NRC
6. Positive and encouraging training environment
7. Support from Sport Ireland and Sport Institute
8. Filippi support

The main challenges to maintain and improve Rowing Ireland's standard are:

1. Club coaches
2. University rowing program support
3. Pathway strategy
4. NRC exclusivity and facilities
5. Funding

Regional Pathway

The regional pathway phased implementation had been paused for the Olympic year 2021-2022. A review with the current two regional pathway centres in Galway's NUIG and Belfast's Queen University Belfast will be implemented.

The Castleconnell Club project is under review.

The possibility to have University College Cork, Trinity, and University College Dublin become part of our pathway is still realistic, and is one of our priorities for 2022. It is crucial to include clubs such as these as part of our regional pathway

National Rowing Centre

A significant amount of work has been completed at the NRC in recent years to make it suitable for our high-performance team. The 2016 Rio Report stated that the NRC had a "toxic environment". Since the beginning of the COVID pandemic and restrictions, the NRC has been used exclusively by the high performance team, and has proven an ideal training environment. Thanks to the efforts of the team's coaches, the NRC is now close to being classified as a high-performance rowing centre. The support provided by Rowing Ireland has transformed the environment our athletes train in, undoubtedly

improving their performance and wellbeing. The resulting improvements are imperative to the future success of all athletes.

PARA

Several discussions and meetings were held during these last two years. The High-Performance Para program is part also of the High-Performance Strategic Plan, subsequent to funding.

Rowing Coaches

The situation of the Rowing Coaches in Ireland is very critical. This difficult situation also makes it a great opportunity for the Rowing Ireland Board to develop a strategy specifically designed to increase the number and the quality of the Coaches in Ireland. Very simply, I see a cultural blockage that needs to be overcome. Coaches need to be a priority in Ireland, and not just for Rowing.

Two main and well linked problems have been identified:

1. The specific rowing education and preparation: an excellent job has been done in the past regarding the enrollment, classification and graduation of a significant number of coaches with a Level 1, 2 and 3 certificate. Rowing is very different and the specific abilities requested are much different and complicated.
2. The Rowing coach as a profession: it is well known that the number of full-time paid coaches in Ireland is very little and definitely inadequate to the level of our athletes and number of rowing domestic associations strongly recommended Rowing Ireland to elaborate a strong and productive strategy in order to help all the clubs to be in the position to self-generate an income and employ one or more full and part time paid coaches. The volunteer coaches are a great resource but must be in addition to a paid coach. There is no High-Performance well ranked country in the world without a significant number of well prepared and paid coaches.

Finance

Rowing Ireland has worked hard to prepare a draft 2022 budget. The proposed budget will be submitted to Sport Ireland by 1st November. However, this is still a critical area considering the high demands of the resources necessary to create a system in order to maintain the current High-Performance standard.

Annual Plan

A final version of the 2022 annual plan is underway. High-Performance athletes and coaches are hoping to see the Rowing Ireland AGM confirm a suitable date for the 2022 Irish Championships to allow all **HIGH-PERFORMANCE** athletes (SA, U23, Jun) to compete with their clubs, as happened in 2021.

Also, based on athlete feedback in the interest of athlete welfare, the High-Performance strategy will see all the U23 and Junior selected for national teams not participating in the National Championships if the date will clash with the preparation of the National Teams.

Antonio Maurogiovanni
High-Performance Director



Secretary

Brian O'Flaherty
Secretary

2021/2021 Board Meetings

There were 16 Board meetings held between July 2020 and September 2021. Attendance at these meetings was as follows:

E. Colclough	16
B. O'Flaherty	16
L. Gibson	13
M. Hogan *	10
N. Maxwell	16
CA. Smith	14
A Habenicht	15
L. O'Callaghan	14
TJ Ryan	14
B. Ewing	16
G. Young	15
D. Hussey	15
D. Burke	14
P. McNena *	4

* P. McNena resigned in December 2020 and was replaced by M. Hogan.

The CEO Michelle Carpenter attended all Board meetings held during the term.

Board Sub-Committees

The following Board sub-committees and Chairs operated during the period since the last AGM. All committees have agreed terms of reference and report to the Board or to the CEO as required. All Board sub-committees, except for the reserved functions of Governance, Audit and Risk and Remuneration, now report to the CEO.

Audit & Risk Committee	Carol Ann Smith
Safety Committee	Pat Kiely
Domestic Events Committee	Brenda Ewing
Umpires Committee	TJ Ryan
High Performance Committee	Neville Maxwell
University Committee	Shauna Fitzsimons
Schools Committee	Evan Molloy
Championships Committee	Lisa O'Callaghan
Disciplinary Committee	Andy Wells
Masters Committee	Kenny McDonald
Commercial Committee	Aoife Habenicht
Remuneration Committee	President,
* Joined	Secretary,
	Treasurer
	Carol-Ann Smith *
	Aoife Habenicht *



Off Shore Rowing
Coastal Rowing

Kieran Kerr
Danny Hayes

Detailed reports from the CEO, High Performance Director /High Performance sub-committee were presented at each board meeting.

COVID Working Group

The COVID working group was a key group that met on a weekly basis during the COVID pandemic. The committee membership included Eamonn Colclough, Pat Kiely, Michelle Carpenter, Neville Maxwell, Brian O'Flaherty, Lisa O'Callaghan, Brenda Ewing, TJ Ryan and Kieran Kerr. The committee advised rowing clubs across two jurisdictions and liaised with Sports Ireland and NI Sport. This working group was very busy and played a critical role in enabling Rowing to restart in a safe manner, within the public health guidelines of the time.

Rule Change EGMs

Two EGMs took place 17th February and 13th July 2021 to make temporary rule changes to facilitate running regattas and the Championships. Careful consideration was given to athletes, such as Novices, who did not row during the 2020 Season. The COVID working group prepared the rules changes to ensure that athletes were not disadvantaged due to the pandemic.

Governance

The Board focused on strategic reform during the past year and an independent review, prepared by BDO for Sport Ireland and dated 27th May 2020, identifies four areas for improvement, none in the critical category. The Board decided to address the issues identified in the review – Board Effectiveness Review, Board succession planning, Review of practices/procedures and segregation of duties. The Board commissioned Jane Williams of the SIA group to undertake a Board Performance review and facilitate the Governance reform activities, which culminated in proposals for consideration at the 2021 AGM, including a proposal on gender balance at board level. Safeguarding Policies were updated, and Terms of Reference reviewed as required for subcommittees. New policies were adopted and an audit of our governance performance was carried out internally. Board training was completed throughout the year. The Board also regularly reviewed the Risk Register.

Affiliated Membership

There are 58 River Clubs with full affiliation and 15 Clubs with Junior Affiliation. Coastal and Offshore avail of restricted affiliation and 25 Coastal Clubs were affiliated, giving a total of 98 clubs in total affiliated with Rowing Ireland.

Rowing registration was slow during the pandemic, but this improved once regattas and the Championships were announced. Get Going Get Rowing is now an affiliated club and participants on start rowing programmes will be counted as Rowing Ireland members.

External Relationships

During the COVID pandemic all non-essential international travel was banned, so external relationship activities were restricted and online.

- Leo Gibson acted as Board delegate and attended the AGM of the Olympic Council of Ireland.
- Michelle Carpenter was elected to the Board of the OFI.
- Michelle Carpenter and Eamonn Colclough attended the World Rowing congress.
- Claire Lambe presented at the World Rowing Coaches conference.
- Michelle Carpenter nominated for the board of European Rowing



Board of Directors

Eamonn Colclough

President/ Chairman of the Board

Tribesmen RC

- Appointed Connacht Rep post AGM 2010
- Appointed Connacht VP post AGM 2011
- Appointed President/Chairman post AGM 2017
- Retired Irish Army Officer.
- MA Peace and Development Studies
- PhD Peace Studies. Part time lecturer in Peace Studies University of Limerick and NUIG

Brian O'Flaherty

Secretary (Resigned –18/10/21)

Lee RC

Leo Gibson

Treasurer

Old Collegians BC

4 Years Leinster Rep and VP; 2 years Treasurer.

- Finance, Sales, Marketing, Innovation, Corporate Strategy Development, Conflict Resolution.
- B.Comm., CPDs in Training, Coaching and Mentoring.

Martin Hogan

Connacht Vice President

Athlone BC

Engineer (Director, JB Barry Consultants)

Neville Maxwell

Chair of High-Performance Committee

Connacht Representative

Neptune BC

- Appointed to the board in Feb 2016
- Olympian 1996, 2000 Olympic Games.

Carol-Ann Smith

Board Member

Appointed Board Director in March 2017.

- Appointed Chairperson of the Audit & Risk Committee in 2018.
- Member of the Governance Committee and the Remuneration Committee since 2021
- Professional background as insolvency advisor in practice, banking and public sector.
- Company Director, Leadership & Team Coach and Consultant, Arbitrator.
- Currently undertaking the Professional Certificate in Governance with the IPA.

Aoife Habenicht

Leinster Representative

Neptune RC

- Founded the Commercial Committee in September 2019 to focus on sponsorship.
- Director of Aldi Ireland.
- Trained negotiator.

Lisa O'Callaghan

Munster Vice President

Waterford BC

T J Ryan

Munster Representative

Skibbereen BC

Brenda Ewing

Domestic Events Committee / Safeguarding

Ulster Vice President

Belfast BC

- Business owner
- L2 coach
- Coach Ed Tutor
- past Club Secretary and Treasurer - 35 yrs
- past Umpire 31yrs
- Event Organiser – HoR and Regatta Designated Children's Officer - vetting and Safeguarding updates
- Chair DEC – new Regatta structure 2010, Tracker upgrades
- Chair RIUB

Garth Young

HP Committee Member

Ulster Representative

Belfast BC

- Company Director, Business Owner.
- Level 1 Coach,
- Past Club Captain,
- Past Club President, Event Organiser.

David Hussey

Coastal Rowing

- Appointed by the board on June 2019
Reappointed July 2020.

Dominic Burke

Independent Director (Legal background)

- Independent Director
- Appointed May 2018 and reappointed annually at AGMs since then
- Solicitor with 15 years' experience, including in governance, risk management and insurance issues.



2020 – 2021 results

2020 Olympics

Tokyo, Japan

Head Coach: Antonio Maurogiovanni

Team Manager: Fergal O'Callaghan

Coaches: Fran Kean, Dominic Casey, Giuseppe De Vita

Assistant Coach & Assistant Team Manager: Ciro Prisco

Physiotherapist: Sinead Murphy



LM2x Fintan McCarthy & Paul O'Donovan – Gold

W4- Aifric Keogh, Eimear Lambe, Fiona Murtagh & Emily Hegarty – Bronze

LW2x 8th

M2x 10th

W2- 11th

W1x ME

2020 European Championships

Poznan, Poland

Head Coach: Antonio Maurogiovanni

Team Manager: Michael O'Rourke

Coaches: Antonio Maurogiovanni, Dominic Casey, Giuseppe De Vita



W1x Sanita Puspure – Gold

LM1x Fintan McCarthy – Bronze

M2x Ronan Byrne & Daire Lynch – Bronze

W4- Aifric Keogh, Eimear Lambe, Aileen Crowley, Fiona Murtagh – Bronze

W2- 5th

LW2x 8th

2021 European Championships

Varese, Italy

Head Coach: Antonio Maurogiovanni

Coaches: Dominic Casey, Giuseppe De Vita



LM2x Fintan McCarthy & Paul O'Donovan – Gold

W4- Aifric Keogh, Eimear Lambe, Aileen Crowley, Fiona Murtagh – Silver

LW2x 5th

W2- 6th

M1x 14th

M2x 7th

2020 U23 European Championships

Duisburg, Germany

Head Coach: Antonio Maurogiovanni

Team Manager: Michael O'Rourke

Coaches: Giuseppe De Vita, Dominic Casey, Fran Kean



M2x Ronan Byrne and Daire Lynch – **Gold**

LW2 Lydia Heaphy & Clíodhna Nolan – **Gold**

LW2x Margaret Cremen & Aoife Casey – **Silver**

M4+ Ross Corrigan, John Kearney, Alex Byrne and Jack Dorney and Leah O'Regan (Cox) – **Bronze**

W2- Tara Hanlon & Emily Hegarty – **Bronze**

W1x 4th

LM4x 5th

LM1x C Final

2021 U23 World Championships

Racice, Czech Republic

Head Coach: Ciro Prisco

Team Manager: Michael O'Regan

Coaches: Nicolo Maurogiovanni, John Armstrong, Ciro Prisco



M4+ Finn O'Reilly, Andrew Sheehan, Ryan Spelman, Adam Murphy and Leah O'Regan (Cox) – 2nd – A Final – **Silver Medal**

M4- Ross Corrigan, John Kearney, Alex Byrne and Jack Dorney – 2nd – A Final – **Silver Medal**

BLM2x 4th

BLW1x 4th

BW1x 9th

BLM1x 10th

BM1x Reserve 1st

2020 Junior European Championships

Belgrade, Serbia

Coach: Ciro Prisco and John Armstrong

M4x (Andrew Sheehan, Adam Murphy, Tom Kelly, Brian Colsh) – **Silver**

JW4x 5th



2020 Junior European Championships

Plovdiv, Bulgaria

Head Coach: Ciro Prisco

Coaches: Leah O'Regan, Nicolo Maurogiovanni and Janet Walsh



W2 Holly Davis & Rachel Bradley – **Bronze**

JM2x 4th

JM4x 6th



2021 Coupe de la Jeunesse

Linz, Austria

Coachs: Ray Morrison and Vivian Kelleher



Saturday

W4x Lauren McCarthy. Giselle Coulter Caoimhe O'Sullivan Anna Keating – **Silver**

W2- Evelina Zakaruskaite & Patti Mullin - **Gold**



Sunday

W4x Lauren McCarthy. Giselle Coulter Caoimhe O'Sullivan Anna Keating – 4th

W2- Evelina Zakaruskaite & Patti Mullin - **Gold**

High Performance

Chairperson

Neville Maxwell

Committee Members

Antonio Maurogiovanni
 (HP Director),
 Con Cronin,
 Garth Young,
 Pat McInerney,
 Ferghal O'Callaghan
 Michelle Carpenter
 (CEO).

Key Achievements/Activities for 2020

The main focus of the committee was to support the High-Performance Director in implementing the strategy to develop a strong High-Performance team based in the NRC in preparation for the Tokyo 2021 Olympic Games. This had to be done during the unprecedented period of COVID. The global pandemic was thrust upon us all at a time when we were in the final stage of our Tokyo 2020 Games preparation. As we know this led to the postponement of the games to 2021. Together the committee and the High-Performance coaching team worked to ensure that all that could be done to protect our athletes and coaches was implemented by Rowing Ireland. This involved supporting the High-Performance Director in our interactions with all our key stakeholders, Sport Ireland, Institute of Sport and Sport Northern Ireland.

This team approach to our preparation was vital to ensure as many crews qualified for the Olympics and they were prepared to the best of everyone's ability. In addition to this it was important for our long-term strategy that we supported the continued focus on our development athletes and coaches from Coupe, Junior Worlds and U23 World and European championships.

One Team

When I look back over the last number of years on the work carried out by the committee, I see the main focus for the High-Performance committee has been to assist and support the High-Performance Director and his team of coaches in the development of a sustainable High-Performance environment for Rowing Ireland athletes and coaches to develop and thrive. To ensure that all clubs could benefit from their athletes becoming part of the High-Performance programme and get the opportunity to become World and Olympic athletes if they engaged with the High-Performance programme.

The result of this focused support and effort to build a strong sustainable system has culminated in the most successful year on record by our High-Performance team. Rowing Ireland winning medals in all categories from Coupe, Junior, U23 and Olympic Games. This success has been built from experiences and on the shoulders of our previous systems, all our previous international coaches and athletes and the continued support of our clubs.



We now have a pool of athletes at all levels capable of competing for medals and a proven system of athlete development. In this Olympic cycle of World and European Championships it was due to the hard work done by our High-Performance Director and his team of coaches (paid and volunteers) athletes and backroom staff that Ireland has now become a true rowing power across all categories in men's and women's rowing. We still have a long way to go and there is a lot of hard work ahead but Rowing Ireland are making their mark on the world stage.

Looking Forward - 2021

We are now in year two of the Paris 2024 Olympic Cycle. Great work is being done by Antonio our High-Performance Director, his team of coaches Dominic and Peppe, Fran, Ciro and Feargal as well as all the volunteer coaches who are giving huge amounts of their free time to help manage and develop our pathway within the Junior, U23, World and Olympic Competition. The critical focus will be to identify athletes who can continue on with the momentum of Tokyo and perform to the best of their ability. In addition, we need to ensure that more home-grown coaches are involved in the pathway and they too can stand side by side with our crews as have the great coaches we have involved at present.

With a successful team and more athletes being added we must ensure that our programme is sufficiently funded. We must thank our partners in Sport Ireland and the Institute of Sport and Sport Northern Ireland for the ongoing support they give us. Through the work of the Rowing Ireland commercial committee additional sources of funding to support our growing team was provided, and this helped bridge the funding gap that existed in our preparations.

As I have said many times the clubs are our sport's base and lifeblood; we need them to grow and to provide a fun environment for any athlete and coaches. In order that the success we currently enjoy will continue we need to see more pathway club and university structures that will allow athletes to train in an environment that is guided by our High-Performance philosophy and used by our up-and-coming athletes. Of course, High-Performance isn't for everyone, but for those who do want to compete at the top level in their sport we need to support their ambitions, ambition given confidence by the role models who are our 2021 Olympic team. We now have athletes from the smallest to the biggest clubs, where all provinces are represented with equal opportunity, truly a great time to be part of Rowing Ireland



We must try to provide each coach with the knowledge to coach their athletes, we acknowledge that very few coaches in Ireland are paid for their work and this is an issue which clubs may wish to address, but with limited time coaches and athletes must train smart.

We must work together as one team. High Performance and Clubs each trying to achieve their goals, supporting each other because for some there is the possibility of being able to go on and emulate the fantastic performances of our crews across Junior, U23 and Senior.

Finally, I must say it's wonderful to see so many athletes fulfill their potential, bringing joy and inspiration to our country, success should not only be measured in medals but in the inspiration we give to others and the measures that can be undertaken to ensure the continued high compliance standards within our clubs.



Safety Advisory

Pat Kiely

Chairperson

Committee members

Sabrina O' Carroll

Evan Molloy

Robert Dunne

Joe Cantillon

Denis O' Regan

Steven Archibald

Introduction/Mission

To advise the board of Rowing Ireland on all safety matters arising in our sport. To identify trends in incidents and accidents and to advise clubs on resulting required actions to maintain safety standards.

Key Achievements/Activities for 2020

Name Change

A proposal was put to the board and adopted by the board to change the name of the committee to the Rowing Ireland Safety Advisory Committee

Introduction of IROW Safe the new online reporting system

After a successful launch the uptake by clubs on reporting incidents have been very successful

Introduction of Safety Bulletin

Positive feedback has been received on the launch of the Rowing Ireland safety bulletin

Safety Policy Review

April 2020 saw a revision of the Rowing Ireland Safety Policy with updates and required changes implemented.

Safety Manual Review

A revision of the Rowing Ireland Safety manual was undertaken with updates and required changes implemented.

Coastal/Offshore Rowing Representation

A representative of Coastal and offshore rowing Rob Dunne came onto the advisory committee.

Looking Forward - 2021

Developing a certified launch drivers' course.

Highlighting the hazards and risk associated with Rowing and the measures that can be undertaken to ensure the continued high compliance standards within our clubs.

Developing standards of safety to ensure inclusivity with all our regulations

Seek representation from Para Rowing onto the safety advisory committee.

Conclusion

I would like to thank the committee for their commitment and passion towards safety in our sport.

The onset of the covid pandemic has made everyone aware of their own personal safety and has raised challenges in maintaining rowing safety while respecting social distancing.

For a group of volunteers to take on the responsibility of being part of the Rowing Ireland, safety advisory committee shows the type of characters within this organisation.

The Rowing Ireland community owes a debt of gratitude to those members that have agreed to actively take part in making our sport safe and inclusive for all.



Domestic Events

Brenda Ewing
Chairperson

Committee members

Lisa O'Callaghan
Kieran Kerr
Dave Webb

Mission

To help drive the Rowing Ireland strategic initiative regarding Events and Event management

To plan the development of and to oversee domestic competition in Ireland with a view to maintaining and raising standards

Key Achievements/Activities for April 2020 – September 2021

RI COVID Group March 2020 – DEC members were involved with this Working Group meeting every week to review and interpret the RoI Government and NI Executive Regulations and Guidance. This affected all aspects of our sport – Clubhouse, training and events.

Events March – Dec 2020 – Events had to be cancelled. There was always hope we could hold the Championships and various options were discussed to work within the permitted numbers allowed at events. However, it was impossible to arrange due to COVID restrictions at the time. Rowing Ireland encouraged Clubs to look at holding local events to avoid travelling - but the uptake was low mainly due to the additional protocols which had to be put in place.

Calendar 2021 – the Fixtures meeting was deferred to a re-convened AGM at a later date. In February 2021 it was agreed that COVID-19 Regulations still made it impossible to plan a fixtures calendar and it was agreed to review when it was possible to hold events.

With an easing of regulations and Clubs opening up again it was decided to plan for August Championships and try to build a Calendar from June to Dec 2021.

This resulted in Commercial Regatta, Castleconnell Sprints, University Championships, Lough Rynn Regatta and Limerick Junior Festival of Rowing Regatta all being held. Unfortunately, Cork Regatta had to be cancelled due to a bad weather forecast.

The Championships were held 20-22 August, 2021.

Rules Review for Championships – DEC members were involved in reviewing the Rules regarding Championship events concerning 2020 Novices and J18's who missed

opportunities to compete.

Observers – appointed for all events. Responses fed back to Event Organisers and issues discussed where necessary

Tracker queries - generally explaining points allocations to athletes. Investigating issues pointed out by Clubs.

Kit and Blade approvals – applicable to new Club affiliations

Overseas entries – RI depends on Clubs ensuring permission is sought to compete outside RI and that all athletes are registered to do so. All wins must be reported to the RI office for points allocations. RI cannot check draws and results for Overseas events. Clubs / athletes must ensure RI is aware of all non-Rowing Ireland wins – even whilst competing within another Federation and unregistered with RI. Non-compliance may result in Disciplinary action.

University Championships – B Ewing and D Webb assisted in the running of the 2021 Championships at Lough Rynn

Looking Forward - 2021–2022

Events Executive – Rowing Ireland welcomed Ceara O’Conner to the Team in June 2021.

Event Guidance - DEC is working with Rowing Ireland Events Executive to produce advice and templates for both new and existing Events Organisers.

Rules Clarification / New Rules – DEC members involved with the Rules Review Working Group.

New member – DEC hope to add a new member to the team.

Tracker upgrades – DEC involved with discussions on the upgrading of the whole Tracker system. Tracker is an invaluable part of our athlete registration system recording athletes’ history and on-going competition activity. Tracker is also invaluable to Event Organisers as it receives entries, produces Draws along with Rower data, finance information and the facility to post event documents on the website.

Calendar 2022 – Various options were looked at for the 2022 Calendar resulting in the attached version being produced for discussion at the Fixtures meeting which will be held on the morning of the AGM.



Conclusion

DEC correspondence has been very quiet over the last year or so but there have been issues to be dealt with and I would like to thank Lisa, Kieran and Dave for their prompt replies.

Also, thanks to Denis, in the office, for his on-going help in getting issues sorted out.

The Domestic Events Committee continues to work with other Rowing Ireland sub-committees, including the Umpires and Championship Committee to ensure Events are run to our Rules and standards are maintained and improved where possible.

Umpires

TJ Ryan
Chairperson

Committee members

Eamon Colclough
Susan Dunlea
Seamus Scully
Colin Daly
Andrew Tubman

Introduction

To evaluate and re-licence new and existing Umpires.

Be able to interpret the rules of Rowing Ireland and make any recommendations on the use of the rules at Irish regattas.

To make sure that all athletes are provided with safe and fair racing.

Provide training to help new umpires pass the exam and have a better understanding of the rules.

Key Achievements/Activities for April 2020 – September 2021

Due to the COVID pandemic it was a quiet year on the umpire front. We have been unable to hold exams in the provinces.

The committee still communicated mostly by phone and decided to extend any licences that fell due at the end of 2020 till the end of 2021.
A refresher webinar was also held during the year.

It is hoped to get exams going again soon as there will be a large backlog.

Looking Forward - 2021-2022

Following questions about the start at different regattas it was decided to add a starting roster of umpires which will be in this year's list. This will help new and aspiring Umpires to be put on a mentoring process under existing starters to bring up the standard nationwide.

Also, a proposed addition of photo ID has been proposed for tracker to rule out the use of ringers in crews at regattas.

We will be holding exams again at the back end of the year or start of 2022 in various centres around the country.

Conclusion

I would like to thank all those who helped on the committee and those umpires who helped at the regattas during 2021.

Hopefully we will see a return to normality in the near future.



Coach Education Programme

Gerry Farrell
Coach Education
Coordinator

Introduction/Mission

Coaching is an essential support for rowers allowing them to develop and maximise their athletic ability. The coaching pathway is primarily linked to the rower's pathway. It offers appropriate training and courses to coaches who wish to work with rowers in the different stages of their development.

Key Achievements/Activities for 2020

The constraints imposed by COVID allowed us to reimagine how to best deliver our courses. By taking advantage of developments in online teaching models we have produced hybrid courses allowing coaches to learn through a combination of online learning and hands on experience with our experienced tutors. To date we have put over 250 through our Assistant Coaching Course.

The Level One Course comprising over 27 hours of learning has 60 coaches registered and begins this month.

The Level Two Course is in development and hopefully will commence by the end of the year.

Looking Forward - 2021

Along with delivering more Intro and Level One courses, we will offer places on the new Level Two course in the new year.

We will also establish a Coach Licencing System to provide a better service to coaches through offering specialist courses.

Conclusion/Closing statement

Continued rolling out of our courses relies on our volunteer Coach Developers. I would like to record, on behalf of everyone in Irish rowing, our thanks to them for the many hours they put into developing and delivering courses throughout the island.

Club Support Officer

Pat Kiely
Club Support Officer

Introduction/Mission

The main aim of the club support officer was to support club growth internally by helping clubs increase in membership and capacity, and externally by encouraging and facilitating the joining of new rowing clubs in all codes of rowing to become part of our organisation.

Key Achievements/Activities for 2020

With COVID-19 dominating every facet of our lives this past year a number of club initiatives and webinars were launched to support clubs in engaging members and furthering the knowledge base of club volunteers.

Event planning, club COVID Officer, event COVID Officer and safety webinars were conducted with a very high turnout from clubs throughout the country north and south.

A very successful Club governance and safety week was run with a number of webinars presented by experts in the field of Governance, insurance and safety. A new Safety Bulletin was published by the safety advisory committee and supported by the club support office.

The club support officer commenced engagement with the Offshore and Coastal committees regarding further integration into Rowing Ireland. Going forward a review and consultation process with these groups to identify and enhance support for these growing aspects of rowing in Ireland is required.

Support was given to the flatwater championship committee, this committee continues to work tirelessly at promoting our championship and making the experience one that rowers, coaches, volunteer, spectators and officials can participate in and enjoy safely, while being able to compete at the highest level.

The COVID-19 working group met every Monday evening throughout the pandemic to interpret restrictions, to liaison with Sport Ireland and Sport Northern Ireland and to create guidance to keep our clubs and their members safe. This committee worked diligently and took the responsibility very seriously, the result was that at no stage during the pandemic was any Rowing Ireland club or event reprimanded by the authorities for operating



outside of the restrictions. A huge debt of gratitude is due to the individuals that volunteered to take on this role.

Looking Forward - 2021

Further improvements in club support will take place over the coming months with affiliation, registration and entry to competition needing to be streamlined and updated. A working group is already working on a new tracker system with ease of functionality for club administrators and their members a priority.

Conclusion

I would like to acknowledge the assistance, patience and understanding clubs, the board, the President of Rowing Ireland, CEO and fellow Rowing Ireland staff members afforded the club support role in its first few months in existence.

After a wonderfully exciting and successful year club support looks forward to building resources, contacts and knowledge to share with our clubs to sustain growth and enjoyment of the wonderful sport of rowing.

Offshore Rowing

Kieran Kerr
Chairperson

Committee members

Margaurite Deasy
Robert Dunne
Andrew Hurley
Kieran Murphy
James Boomer

Introduction

The mission of the Offshore Rowing Committee is to organise, develop and promote World Rowing Coastal (Offshore) rowing in Ireland in a safe and fair manner. For those not familiar with this type of rowing, it is rowing in single, double and coxed quad sculling boats with a sliding seat. The self-draining boats are wider and heavier than traditional flatwater boats and are designed for competition on the open sea. When Rowing Ireland created this division in 2017 there were approximately 30 offshore boats in the country. Since then, the interest in this form of rowing has exploded and it is anticipated there will be close to 200 offshore boats in the country by the end of the year.

Key Achievements/Activities for 2020

One of the first activities of the new committee was to put in place a comprehensive regatta calendar. This included a dozen regattas and incorporated a league which was to be sponsored by Swift Racing. Unfortunately, the pandemic dealt a fatal blow to our plans and the only regatta which took place was Bantry. This not alone gave clubs an opportunity to wet their blades in anger in advance of the Championships, it also gave the committee an opportunity to review the venue of the 2021 Championships.

The 4th Irish Offshore Rowing Championships were hosted by Portmagee Rowing Club in the village of Portmagee at short notice as Loughros Point were unable to do so due to COVID concerns. For the first time a two day was necessitated with racing taking place on 26/27th. This was a challenge for the local club but the second time in three years they ran an excellent regatta. It is worth mentioning that this was the only Championship regatta to be run in 2020 and the precautionary COVID measures ensured put in place ensured that all attending remained safe.

Tracker was used by the Offshore clubs for the first time to enter for the Championships. The Offshore ran a number of webinars in advance to educate the clubs on its use and the feedback was highly positive.

Unfortunately, as a result of COVID the World Coastal Rowing Championships did not take place but a small

number of competitors attended the European Rowing Coastal Challenge in Italy.

Looking Forward – 2021

As a result of the COVID pandemic, plans for a regatta league had to be shelved but. The committee did not however let the lock-down period go to waste and made preparations for safety, umpiring, rigging and Tracker workshops as well as planning for the 2021 Irish Offshore Championships in Bantry.

Conclusion

Offshore rowing continues to be the fastest growing form of rowing in Ireland. While the 4k endurance racing is by far the most popular discipline, we also need to cater for the 500m beach sprints which are likely to be the future Olympic coastal format. In that regard the committee are making preparations to host a beach sprint regatta in 2021. This will also act as the qualifying event for the 2021 World Rowing Beach Sprint Finals. It is our ambition to have Irish crews competing for podium positions in both endurance and beach sprint events at World level in the coming years.



Coastal Rowing

Danny Hayes
Chairperson

Committee members

Marie Kinsella
Michael Murphy
Kayleigh Hussey
Ted McSweeney
Shane Russell
Robert Dunne
Mary Devane

Introduction

The mission of the Coastal Division is the provision of Coastal Rowing, which is inclusive and Club led, with clear communications and transparent administration. This type of rowing takes place in traditional timber boats or a fiberglass coxed four, all of which are fixed seat. Crews attach to a buoy at the start of the race and race a straight course before turning a buoy and returning.

Key Achievements/Activities for 2020

The main activity of the Committee during the year was the organisation of the Coastal Championship regatta. A specific Championship Committee was established for this purpose. Having several representatives from the host club (Donegal Bay RC) ensured that the host club and coastal committee were working with common objectives and clarity as to what each group was responsible for delivering.

The Championships were planned to be held in Ballyshannon, Co. Donegal over the weekend of 15/16th August. However due to the pandemic it became clear in early May that this would not be possible. The committee put preparations in place to hold the Championships at the NRC on the same date. However, the decision was taken in early August to cancel the Championships given the government restrictions in place at the time.

Looking Forward – 2021

As a result of the COVID pandemic, plans to hold the 2021 Coastal Championships in Schull, Co. Cork have been cancelled. The Championships will instead take place at the NRC. During the lockdown period the committee made preparations for safety and stewarding (coastal umpiring) webinars as well as planning for the 2021 Irish Coastal Championships in the NRC.

Conclusion

Despite the difficulties in 2020, the outlook for Coastal Rowing is extremely positive. There is a strong enthusiastic group of clubs and the committee will continue to work with those clubs on items such as safety promotion and standardising the approach to stewarding. While the NRC has proved to be a great venue for the Championships, it is a key aim of the committee to secure coastal venues to host the Championships in the seasons ahead.



Get Going Get Rowing Programme

Derek Bowen

Get Going Get Rowing
Programme Lead

Introduction/Mission

The Get Going Get Rowing programme started in 2014 with funding from Women in Sport and Sport Ireland. We have seen an increase in participation year on year until the pandemic hit in 2020. We have seen a steady growth in participants from over 4000 in 2014 to over 30,000 in 2019. Our mission is to introduce 1000s to the sport of rowing and to make teenagers think differently about being active and participating in sport.

We are raising the profile of Rowing and creating an awareness among young people who would probably not have considered rowing as an option for them. We create a pathway from the machine to the water with our programme and our on-the-water sessions and camps.

Key Achievements/Activities for 2020

In 2020 we successfully delivered programmes to 112 schools nationwide with over 17,000 students participating in programs, this was well down on 2019 figures due to the pandemic which meant schools were closed from March to October. We delivered many more outdoor programs and successfully launched "On The Water" PE classes in Limerick city also in conjunction with Saint Michael's Rowing Club. We successfully delivered "On The Water" PE classes to over 350 students in Limerick city between October and December 2020.

Looking Forward – 2021

Due to the continuation of COVID restrictions we only engaged 30 schools and 7,000 students in traditional programmes up to June 2021. We also had over 200 students successfully complete our TrY coaching courses up to June 2021. We engaged over 85 teenagers in our Dublin summer camps between June and August 2021 and we also introduced new summer camps in Cork city with over 120 teenagers participating. In the period from September to December 2021 we will engage a further 40+ schools and 4,000 students in indoor rowing activities. We will also engage a further 1,000+ students in on the water activities.

We successfully ran an online "Row with the Pros" zoom campaign during lockdown from January to April 2021 engaging 7,000 people in online Zoom erg sessions. These proved to be very popular as we had a host of ex Irish

Olympians and World medallists delivering the classes including Neville Maxwell, Brendan Dolan, Katie O'Brien, Claire Lambe and Niall O'Toole.

We ran a very successful Rowkyo campaign with over 1,500 online submissions helping us row the 23 million metres from the NRC to Tokyo bay. This culminated in the Minister for Sport Jack Chambers and the Sport Ireland CEO John Treacy rowing the last few metres for us. Before the end of school term, we also successfully launched new school team building days at Castleconnell Boat Club Limerick. During the month of May we had 8 schools with over 160 TY's participate in the team building days. These proved to be hugely successful with strong bookings again for Sept/Oct 2021.

Conclusion

We are looking forward to a very successful school year 2021/22. We already have over 40 schools booked nationwide for the first school term. We have a new Limerick Coordinator onboard to help with capacity in Limerick and our Dublin Coordinator is now in a full-time role. We have new boats in place to help with capacity and we are taking on more Get Going Get Rowing coaches weekly.



Women in Sport

Claire Lambe

Women in Sport Lead

Introduction

Achieve gender balance in all aspects of the sport of rowing in Ireland – participation, coaching, officiating, governance and coverage.

Key Achievements/Activities for 2020

Establish an active coach register through the Club Affiliation Forms. Enabling monitoring of the gender breakdown of rowing coaches in Ireland.

9 regional Women in Coaching Networks established across Ireland. Over 160 coaches engaged in a coaching network. The networks have enabled direct communication between Women in Sport Lead/NGB and female coaches in clubs.

Hosted a series of Women in Sport Webinars – interviews with Neasa Russell, Laryissa Beisental, club committee members and Big Strong Gurls.

8 female coaches recognised in the Women in Coaching Spotlight - coaching interviews increasing the visibility of female coaches across all our online platforms.

Coach Development Workshop for 12 coaches – this was a two-day online workshop, with a follow up one to one, and group session 6 months later. The Workshops developed technical skills, training programmes and also confidence in your own coaching style.

Launched our HP Coaching Pathway – 6 coaches gained support with personal development workshops, mentorship, technical workshops with HP director and access to the HP coaching environment. Programme is ongoing.

Commenced leadership workshops in partnership with LIFT, 24 coaches completed the LIFT Leadership Training.

In August 2020, ran Return to Rowing Programme which saw 70+ female rowers return to the sport for social training sessions over 8 weeks, accumulating in a Challenge race in September.

Looking Forward - 2021

- The following programmes are ongoing into 2021 - HP Coaching Pathway, Lift Leadership Workshops, Women in Coaching Networks, Return to Rowing
- Complete a review of Gender Balance on the Rowing Ireland Board and made recommendations for approval by the board.
- Year 2 of the Coaching Pathway will take 6 new coaches into the programme
- Develop a Balance is Better Programme – an 8 week online exercise class focused on improving functional movement and balance in beginner rowers.
- Run a Women in Leadership Programme in partnership with Triathlon Ireland - Making Waves
- Support six women on the Women in Leadership Programme with Swim Ireland.
- Launch the Women's Student Coach Academy – scholarship programme for university student coaches.
- Launch the Women on the Water - National adults learn-to-row programme
- Host Women in Sport Week
- Host HerOutdoors Week

Conclusion

Whilst 2020 had the challenges of COVID and the majority of our planned initiatives moved online, progress was made towards our Women in Sport short term goals:

- Clear reporting system of gender balance in clubs
- Increase visibility of Rowing Ireland's intent for gender balance in all aspects of the sport
- To develop and pilot a number of initiatives focusing on recruitment, development and retention.
- For female coaches and umpires to feel supported in their development

The number of initiatives being continued from 2020 into 2021, is a testament to their success. The WiS agenda in 2021 will also focus on adult female participation and recreational rowing. More focus is needed on umpiring - increasing women and support in officiating.

Aoife Habenicht

Chairperson

Committee members

Leo Gibson

Michelle Carpenter

Stephen King

Sophie Eustace

Colm Daly

Formerly the Sponsorship committee.

Mission

To secure additional financing for Rowing Ireland through Sponsorship agreements with external companies and assist the CEO to manage all public relation activities and media channels.

Maximise Sponsorship Opportunities: Enter into appropriate sponsorship agreements that best benefit Rowing Ireland and our athletes.

Better Manage Sponsor Relations: Ensure valid contractual documentation for all monies received from any organization going forward as well as to preserve a good relationship with all outgoing sponsors. No sponsorship deals can be accepted without being ratified by three of the five members of this committee in order to ensure tight control.

Drive Brand Awareness: To promote Rowing Ireland within the commercial sector through simple but well-executed sponsorship arrangements and continuing to create a healthy brand image post-Tokyo 2020 and leading into Paris 2024.

Marketing: To assist the CEO with all marketing, PR and GreenBlades issues arising.

Key Achievements in 2020/2021

As a newly formed committee for 2020, the committee goals were to increase the sponsorship by +26% to €97,000.

This was achieved through the following existing partnerships:

- **Boyne Valley:** Originally negotiated to befor the year including Kinetica branding of the NRC. This represented an increase compared to 2019. However, this deal was renegotiated and the overall deal was reduced over a two year period in December 2020 following the postponement of the Olympic games and the World regatta series.
- **Techcrete:** this covered legal costs associated with Blessington boat house
- **Powerhouse Sports:** Gear at cost price for selected events
- **Dublin City Sports and Well Being:** Get Going programme

- Newstalk: Towards a new women's pair

No sponsors retracted from our agreements despite Rowing Ireland being unable to fulfill our part of each agreement as a result of all regattas being canceled since March 2020.

In addition to our existing partnerships, the following sponsors have also been secured for 2021:

- **Sanity Systems:** sponsorship of HP truck
- **Techcrete:** Further sponsorship
- **Avison Young:** Further sponsorship

Finally, a deal has also been done with RDJ solicitors in Cork and they will give some of legal fees pro bono each year.

2021/2022 Targets

- A new three-year title sponsor to run until Paris 2024 is the aim of this committee for 2022. All other sponsors will not be affected.
- Get all sponsors to sign an official sponsorship agreement by end March 2022.
- Optimise potential sales on GreenBlades webpage
- Maximise positive PR from Tokyo achievements

Conclusion

This committee was previously called the Sponsorship Committee however, due to the emerging income being generated from the GreenBlades website, it was decided at the board meeting in September 2021 that this committee's remit should be altered to encompass more responsibilities.

This committee will also now assist the CEO in terms of social media and public relations as Rowing Ireland do not currently have a marketing manager within the staff pool.



Anti-Doping

Denis O'Regan
Anti-doping officer

Introduction

A component of funding through Sport Ireland is the annual reporting of Anti-Doping Officer to the AGM. As the Rowing Ireland Anti-Doping Officer, I have met all reporting requirements of the ISC Real Winner programme for 2020.

The reporting component also requires an annual feedback to our International Federation, World Rowing. This report was completed in January and forwarded to World Rowing.

Key Achievements/Activities for 2020

In 2020 we have had 57 Anti-Doping tests in total all were in Out of Competition tests. We had no In Competition tests as we held no events in 2020.

There were NO Positive Results.

We had seventeen athletes registered in the Registered Testing Pool in 2020 and continue to support and educate these athletes in all areas of Anti-Doping.

We continue to provide up to date information to the Anti-Doping Unit on dates and locations of International Regattas, Training Camps and Trials.

We also provide a list of domestic events to the ADU where testing of competitors can be carried out.

Looking Forward - 2020

We continue to operate several Anti-Doping initiatives as detailed below;

- Wallet card distribution to all Clubs, RTP & HIGH-PERFORMANCE athletes, Coaching Courses & Workshops and at all RI Trials.
- Workshops facilitated to the HIGH-PERFORMANCE squad detailing their Anti-Doping responsibilities' and updating them on the latest issued by the ADU and WADA
- Posting of Anti-Doping Policy and other information to the Rowing Ireland website and social media.
- Anti-Doping is also a topic on the curriculum of all our educational courses.
- Communication of Anti-Doping information to all Club Secretaries.

- Anti-Doping information contained in detail within the High-Performance Selection Strategy document.
- Anti-Doping Notices on all event entries.

General messaging re the possibility of athlete testing at both Domestic and International events.

Conclusion

Our athletes continue to lead the way by showing that rowing is, and continues to be, a clean and drug-free Sport. This will hopefully lead to success at all levels of the sport both on and off the water well into the future.



Audit & Risk

Carol-Ann Smith

Chairperson

Committee members

Leo Gibson

Paul Gallen

Conor O'Boyle

Introduction

The Committee's responsibilities relate to audit, financial reporting, periodic review of risk register, and other duties as required from time to time by the Board.

Responsibilities include, and are not limited to:

- Recommend to the Board the appointment of external
- Auditor and audit fee
- Agree with the Auditor the scope of the audit
- Review Rowing Ireland's procedures with respect to appropriateness and adequacy of financial controls
- Review the year-end financial statements before submission to the Board
- Monitor compliance with regulatory requirements.

Key Achievements/Activities for 2020

The Committee met on several occasions during 2020, and 2021.

The Pre-Audit planning meeting was held online, and the following outcomes:

1. The 2020 Audit was scheduled to take place remotely in January 2020.
2. It was agreed with the Auditor that there would be a particular focus on the following areas, particularly in the context of COVID-19 and the activities of Rowing Ireland:
 - Income recognition and implications, if any, of carrying forward grants.
 - Implications of remote working in line with Government guidelines in response to COVID-19, and the Expenditure Policy in the context of remote working.
 - Logistics of remote auditing and testing asset register

Post-Audit Meeting outcome:

The Auditor presented the draft accounts to the Audit & Risk Committee.

- The Audit & Risk Committee assisted the Board of Rowing Ireland to prepare the Directors Report in order to showcase the achievements during the year, with the assistance of the CEO and her staff

- colleagues.
- Adjustments were made for current and deferred income and judgment used to attribute income and expenditure to the correct period. All grants were reviewed and certain grants have been deferred to 2021 in agreement with Sport Ireland – See Note 11 and Note 15.
 - In relation to remote working, the auditor had no concerns, all applicable Revenue guidance at the time of issuing has been adhered to.
 - An amendment to amendment to the Expenditure an Authorisations Policy was recommended by the auditor, and the Committee.
 - The auditor noted that this was a very straightforward year, with no issues to report. Certain logistical challenges with remote auditing were all satisfactorily dealt with.
 - A significant review of the asset register was undertaken during the 2019 audit, and this year a review of invoices was undertaken for the purposes of identifying any additions during the period.
 - The Finance Officer was highly commended again by the auditor and she noted that the standard to which the accounts are maintained and the attitude of management to aiding the audit process were both excellent, despite the restrictions imposed by auditing virtually.
 - There is deficit of €20,451 (2019 €5,841) for the year.
 - There were two related party Related Party Transactions which the Committee reviewed and concluded that they demonstrated good value for the organisation.

The Auditor issued an unqualified audit opinion and the Audit & Risk Committee were able to recommend the accounts to the Board of Rowing Ireland for approval.

Looking Forward - 2021

Two key tasks for the Committee in 2020/21 are:

- Undertake a tender process for the appointment of auditor.
- Recruit new members to the Committee.

Tender for Auditor

Rowing Ireland has enjoyed an excellent professional relationship with its external auditor, Candor, for many years, and in keeping with good governance guidelines, the Committee invited proposals from suitably experienced auditors in the sport/not-for-profit sector to tender for appointment as external auditor. The Finance



Officer participated in the in the tender process.

In conclusion, the group recommended to the Board the appointment of Grant Thornton as external auditors for the 2021 audit.

Particular thanks is expressed to Gillian Carolan and Sarah Costello of Candor, for their years of dedication as the external audit team.

New Committee Member

Conor O'Boyle of Lady Elizabeth Boat Club joined the Committee in 2021.

Conclusion

The Committee is actively seeking additional members to support its work and to welcome members of the rowing community to both share and gain experience as part of this important committee. The burden of work is limited, shared, and relatively predictable. Please contact us at auditcommittee@rowingireland.ie for information.

Treasurer

Leo Gibson
Treasurer

Year end – 31/12/2020.

The audited accounts for what was a difficult year in 2020 were reviewed by the Audit Committee of Carol Ann Smith (Chair), Paul Gallen and Leo Gibson (Treasurer). They were subsequently approved by the Board of Rowing Ireland. On behalf of the Board, I would like to thank Carol Ann and Paul for their work and diligence.

I would also like to acknowledge the work carried out by Alec Moffett (Financial Officer) and Michelle Carpenter (CEO). Some of the main items in the annual audited accounts for the year ended 31st December 2020 are analysed against previous performances in the various tables below. They are broken into two sections the first being the "Domestic Programme" and the second the "High-Performance Programme".

While a deficit of €18,000 was recorded for the year, the organisation is in a surprisingly healthy financial position with over €800,000 in cash and bank which is almost double the amount in 2019. Our Current Ratio (Current Assets/Current Liabilities) is also a healthy 1.25.

Financial figures

- Domestic events
- Main income
- National Rowing Centre
- Coach Education Program
- Championship Regatta
- Home International Regatta
- Coastal Championships Regatta
- High performance program
- Funding
- Expenditure
- Depreciation on the assets we own and the corresponding grants



	2020	2019	2018	2017	2016	2015	2014
Domestic program							
Income	€845,045	€1,014,381	€1,118,802	€812,235	€766,378	€692,991	€641,733
Expenditure	€814,106	€948,651	€1,041,996	€813,867	€746,660	€678,728	€588,700
Surplus/(Deficit) excl. Capital Items	€30,939	€65,730	€76,807	(€1,632)	€19,718	€14,263	€53,033
Main Income							
ISC Core Grant	€436,149	€280,000	€200,000	€210,001	€210,000	€208,955	€208,954
ISC WIS Grant	€30,000	€120,000	€107,000	€133,286	€35,000	€35,000	€20,500
Rower registrations	€92,554	€136,801	€136,122	€119,040	€112,757	€113,894	€118,334
Club affiliations	€39,305	€43,797	€45,435	€39,893	€35,391	€34,266	€31,763
Development Income (Salary Funding)	€63,362	€106,125	€68,099	€30,000	€35,000	€36,233	-
Sponsorships	€41,423	€86,380	€20,746	€17,000	€22,500	€15,658	€6,100
Sport NI etc	€0	€0	€0	€9,705	€33,141	€44,560	€49,792
Event Licenses	€0	€4,719	€6,650	€5,850	€5,850	€5,250	€5,600
Services to ICRF	€0	€0	€0	€1,000	€1,000	€1,000	€1,000
Advertising	€1,040	€2,300	€2,775	€0	€2,600	€3,200	€1,550
National Rowing Center							
Income	€44,000	€67,350	€100,353	€90,251	€90,251	€78,459	€70,890
Expenditure (excl. capital)	€78,781	€86,946	€94,698	€84,800	€57,692	€64,695	€81,340
Surplus / (Deficit)	(€34,781)	(€19,596)	€5,655	€5,451	€20,767	€6,195	€2,821
Coach Education Program							
Income	€9,964	€7,277	€10,395	€15,659	€14,922	€12,687	€22,654
Expenditure (incl. Salaries)	€46,291	€37,768	€61,562	€71,000	€63,218	€60,216	€67,573
Surplus / (Deficit)	(€36,327)	(€30,491)	(€51,167)	(€55,431)	(€48,296)	(€47,529)	(€44,919)


	2020	2019	2018	2017	2016	2015	2014
Championship Regatta							
Income	€2,961	€99,813	€81,785	€69,500	€58,734	€54,017	€46,663
Expenditure	€1,621	€70,684	€77,867	€61,854	€57,287	€51,800	€45,848
Surplus/(Deficit)	€1,340	€29,129	€3,918	€7,646	€1,447	€2,217	€815
Home International Regatta							
Income	€2,646	€25,678	€23,880	€28,200	€35,987	€40,287	€29,700
Expenditure	€0	€37,436	€30,271	€41,600	€40,418	€42,642	€21,065
Surplus/(Deficit)	€2,646	(€11,758)	(€6,391)	(€13,400)	(€4,431)	(€2,355)	€8,635
Coastal Championships Regatta							
Income	€1,571	€23,457	€22,956				
Expenditure	€3,603	€19,480	€19,366				
Surplus/(Deficit)	(€2,032)	€3,977	€3,620				
High Performance Program							
Income	€1,069,068	€1,249,993	€1,066,960	€874,366	€739,405	€761,883	€586,427
Expenditure	€1,129,438	€1,275,945	€1,053,216	€829,799	€776,591	€685,558	€566,470
Surplus/(Deficit)	(€60,370)	(€25,952)	€17,364	€44,567	(€37,186)	€76,325	€19,957
excl. Capital Items							
Funding							
Irish Sports Council	€620,000	€690,000	€565,000	€525,000	€400,000	€410,000	€380,000
Carding	€365,000	€290,000	€252,000	€160,000			
Sport Northern Ireland	€100,667	€33,771	€74,164	€79,395	€73,149	€56,922	€58,679
Athlete contribu- tions	€36,806	€82,656	€69,839	€50,680	€50,680	€37,797	€62,886
Paralympic Ireland	-	-	-	-	-	-	€3,500
Olympic Council	-	€20,000	€20,000	-	€7,195	€8,359	€26,871
Sponsorship	€25,000	€29,089	€0	€25,580	€69,966	€102,176	€630
Ireland Fund	-	€13,800	€50,925				
Other	-	€3,328	-	-	€2,903	€2,092	€2,056
Expenditure							
Talent I.D. Program	€19,238	€46,580	€46,373	€16,173	€53,899	€62,585	€64,780
U23 Program	€24,763	€89,086	€40,856	€40,251	€101,571	€75,558	€65,006
Junior Program	€13,681	€34,700	€36,349	€29,372	€112,805	€112,302	€153,653
Adaptive Program	€406	€3,914	€12,847	€12,128	€32,071	€26,984	€31,370
Senior Program	€1,129,438	€1,101,664	€762,738	€731,875	€476,245	€408,129	€251,661



As an organisation we operate very much on a Cash in/Cash out basis.
We are obliged to account for depreciation on the assets we own and the corresponding Grants received for those assets.

	2020	2019	2018	2017	2016	2015	2014
Amortised Grants	€412,930	€404,617	€390,414	€349,593	€30,557	€151,879	€380,659
Disposal of assets	€14,000	€21,423	€0	€663	€2,036	€4,575	€43,224
Depreciation	(€474,160)	(€458,726)	(€447,430)	(€403,345)	(€406,322)	(€63,519)	(€440,495)
FX /Other	(€3,041)	(€50)	€143	-	€53	(€3,355)	(€5,632)
Net effect	(€50,271)	(€32,736)	(€57,159)	(€53,089)	(€13,676)	€89,580	(€22,244)





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