

## Minutes of Orienteering Ireland Committee Meeting

**Date & Location:** 1100, 21-Jan-2023 – Maldron Hotel Portlaoise

### Attendance List

Appointment	Name	Present	Not Present
<i>Executive Chairperson</i>	Paul O'Sullivan-Hourihan	X	
<i>Vice-Chairperson</i>	John McCullough	X	
<i>Honorary Secretary</i>	Fergal Buckley	X	
<i>Honorary Treasurer</i>	Sarah Ní Ruairc	X	
<i>Education Officer</i>	Eoin Browne	X	
<i>Controller of Tech Standards</i>	Dermot O'Sullivan	X	
<i>Development Officer</i>	Andrew Cox	X	
<i>High Performance Officer</i>	Darren Burke		X
<i>Junior Affairs Officer</i>	Dave Masterson		X
<i>Mapping Registrar</i>	Stuart Scott	X	
<i>National Children's Officer</i>	Ciaran Donaghy		X
<i>Communications Officer</i>	Fiona Buckley	X	
<i>General Administrator*</i>	Eric O'Brien	X	

*\*This person was also the Minute Secretary for this meeting*

The Chairperson opened the meeting at 1100, welcoming all who attended and receiving apologies from those who couldn't attend. All meeting members declared that they had no known conflicts of interests. The Chairperson said that this meeting would be a fresh look at where the organisation has come from and where we want to bring it into the future.

### 1. Minutes of the Previous Meeting:

POSH – Discussed the previous minutes of the committee meeting held online on 13-Sep-2022. Some points raised during this part of the meeting were that the Financial Procedure Document should be reviewed in mid-2023. Regional championships were discussed, with AC acknowledging Robert PIM's efforts during the Munster Championships 2022. Connaught Championships not run in 2022, and OI to ensure support to this for 2023. Contact SOLAR and recommend tie-in with FERMO for a 2-day event. Cloud based OCAD use is going well, but more info to be sent to clubs. Ethics declarations to be signed by new committee members and staff. The minutes were approved and proposed by JMC and seconded by SNR.

### Follow-Up Actions:

- a. These minutes will be published on the website by EOB.
- b. Financial Procedures to be reviewed in Mid-2023 by SNR, EOB.
- c. Contact SOLAR re Connaught Champs 2023 by FergalB.
- d. Inform clubs about the availability of OCAD by SS.
- e. Ethics Declarations to be signed by FergalB, EOB.

## 2. **Matters Arising:**

There were no matters arising discussed at this meeting.

## 3. **Decisions by Email since last meeting:**

FionaB was co-opted by the committee for the role of Communications Officer by email. This was ratified by the committee unanimously. EOB was hired as the General Administrator and took over the role this month. The committee was very thankful for Áine Joyce's efforts in the role for over 15 years, where she always went above and beyond for the organisation and orienteering.

## 4. **Officers Reports (in addition to submitted reports):**

### a. **Honorary Secretary:**

The move to becoming a CLG has stalled due to the hiring process for General Administrator and should again become a priority for OI. POSH asked the Governance Sub-Committee to take up this task again and to report on their progress at the next meeting.

### b. **Mapping Registrar:**

No items for discussion.

### c. **Communications Officer:**

POSH welcomed FionaB to the role and outlined the tasks associated to it. FionaB wants to get familiar with how to communicate OI's message and will take responsibility for branding. The Digital Footprint should be planned out with responsibility to contacted staff and volunteers set by FionaB. New OI branding has been applied to our website and SM channels. New branded OI Start/Finish signs to be ordered and sent to clubs.

### d. **Honorary Treasurer:**

In addition to the report, SNR informed the Committee that a deficit of approximately €20,000 may be recorded for 2022 due to the late payment of grants and fixture income from clubs. JWOC also attracted increased costs. A new authoriser would be needed for OI's accounts as DB intends to resign from the Committee. FergalB will take this role.

### e. **Controller of Technical Standards:**

Controllers are being worked with for IOC 2023. DOC to ensure that IOC 2024 is advertised at IOC 2023.

### f. **Vice-Chairperson:**

Wanted to discuss the transition to CLG later in the meeting.

### g. **Development Officer:**

AC discussed the large uptake in schools-o in the southeast but identified the gap between schools completing Ready-to-Go and attending Club events. AC said that more regional development officers needed to address this. Eileen is developing a TY programme to try and address this and build on the Ready-to-Go programme within schools. AC also said that clubs are finding the new Coillte HAMS process difficult

and need assistance on the best way to use this process, with local councils also requiring more paperwork for events to run. Irish Schools Championships will be held in the southeast in the first half of 2023.

h. **Education Officer:**

More courses are needed in 2023 to ensure that the sport can have succession plans in place for qualified people. This will be difficult due to the small pool of qualified people available to run these. Sport Ireland are re-establishing the Adventure Sports Group, and this will benefit OI. A Coaching Officers meeting will take place in Sport HQ this month and EB will attend. A company has contacted OI to offer the development of resources for orienteering in the Leaving Cert programme. This could aid the development of this programme as it is currently poor in quality.

g. **Chairperson:**

POSH discussed his report with no additional items.

5. **Operations & Training Plan 2023:**

POSH handed over to EOB to outline this plan for 2023. This was based on our commitments to various departments for funding in 2023. EOB introduced the concept of a plan on a page for our Strategic Plan and the absence of a Mission and Tenets for OI as planning tools in the future. Committee members discussed and were assigned ownership of the task list with some discussion about how heavily committed OI now was to achieve its record grant funding. This along with earlier points in the meeting raised the potential need for more coordinators on the ground to deliver these commitments and support clubs and that OI should explore recruiting a third such person for the Greater Dublin area. This operations plan will be updated prior to the mid-year review for Sport Ireland.

6. **Finance Update:**

SNR delivered an overview of the OI finances for 2022 as mentioned earlier. In line with the increased funding, budgets were allocated with two potential grants available in 2023 (European Week of Sport & Women in Sport). This budget is attached as an appendix and was accepted by the committee. The increase in funding for Junior Squads will be reviewed early this year with DM.

7. **Governance:**

a. **Registering as a CLG:**

POSH reiterated the need for OI to transition to a CLG before the AGM at IOC 2023. The Governance Sub-Committee will aim to achieve this.

b. **Article 5 – Behaving with Integrity:**

The committee reviewed Article 5 (earlier conflict of interest (sub-principle 5.2) was discussed), and discussed sub-principles 5.1 & 5.3).

8. **AOB:**

JMC informed members of a copyright issue over the use of photos from online by clubs. EOB advised the Áine Joyce is currently purging the website of these to prevent such issues arising.

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**9. End of Meeting:**

POSH closed the meeting and advised that future dates will be sent out in the near future.

**10. Follow-Up Actions:**

- a. Governance Sub-Committee to relaunch efforts to change OI to CLG.
- b. Digital Footprint to be planned out by FionaB.
- c. Branded Items to be ordered for clubs & IOC by FionaB.
- d. FergalB to complete registration as accounts administrator.
- e. DOS to ensure that IOC 2024 is advertised at IOC 2023.
- f. LSP contact list to be shared with clubs for better updating, EOB.
- g. EB to attend Sport Ireland meeting on 25-Jan-2023.

**Appendices to these Minutes are attached.**

## Appendix 1 – Reports

### Chairpersons Report

Update on projects – ongoing and completed – for Executive Committee information.

- Recruitment of General Administrator.
  - Change of postal address to PO box on Sport Ireland campus.
  - Storage unit for OI equipment. Contract for 2023.
  - Utilisation of Sport Ireland meeting facilities for OI meetings/interviews. Office space currently not available on campus. Campus development plan may allow for office space in the future.
  - Orienteering Ireland branding project completed. Full suite of logos, colours, types available for all communications.
  - New look website launched. “Snag list” being progressed and further developments planned.
  - Confirmation of contracts for both Orienteering Co-Ordinators for 2023.
  - Organisation needs analysis for appropriate I.T equipment purchase. 3 x Laptops. Printer and necessary licences.
  - Involvement in pilot programme for new Sport Ireland online Core Grant application process.
  - Completion of Sport Ireland assigned audit. 2 minor findings. Governance sub-committee to address.
  - Progress on transition to CLG slowed due to other commitments. Necessity to expedite this process in Q1 2023.
  - CRBOT requirements for NGB and clubs - in progress.
  - IOC 2023 CNOC. Emerald Isle festival. British Sprint & Middle distance championships.
  - Orienteering Ireland strategic plan 2022-2025. Orienteering Ireland Operations plan 2023.
  - Sport Ireland announce budget allocation for Orienteering Ireland. 80+79+55 = 214,000.
- Paul

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### Vice-Chairperson’s Report

My recent activity has largely been concerned with the recruitment process for the General Administrator position.

This has now concluded so the focus will change back to the Governance Group. Moving to a CLG structure had been sidelined by the recruitment issue. POSH has circulated some information from the Federation of Irish Sport which should assist us in finding external directors as part of this process. Otherwise we will make contact again with solicitor Cormac O Ceallaigh who has produced initial documents for our CLG transition which needs to be integrated with our current constitution.

I continued our contact with the National Database for Sport & Recreation amenities with a Sport Ireland webinar in December.

[National Database for Sport & Recreation Amenities](#)

John McC

## Treasurer's Report

### 1. 2022 Income & Expenditure

My initial attempt at calculating Orienteering Ireland's financial position at the end of the 2022 Financial Year indicates that OI will record a deficit of approximately €58,000. However, the following must be taken into consideration:

- We have yet to claim a refund of €28,700 from DTCAGSM in respect of capital expenditure on LIDAR;
- No event fees were received from clubs for events registered in 2022. A new event registration system was due to come into operation where clubs would be invoiced in January 2023 for event registrations in 2022. Event registration usually provides an income of €5,000 - €6,000.

Obtaining the capital grant refund and event entry fees must take priority.

It should be noted that in previous years we have recorded surpluses and we did commit to spending those surpluses, as is evidenced above.

### 2. Sport Ireland Grant Funding

We have received notification from Sport Ireland of our grant allocation for 2023. The allocation amounts to €214,000 across multiple funding streams. Sport Ireland Grant Funding for 2020-2023 set out below for information. Funding for Women in Sport and European Week of Sport will not be announced until later this year. Ninety-six percent of the DAF and COVID/Restart Sport grants for 2023 have already been received by OI.

	2020	2021	2022	2023
Core Grant (€)	65,000	65,000	75,000	80,000
DAF Grants (€)	36,000	50,000	47,500	55,000
Women In Sport (€)	10,000			
COVID Grant/Restart Sport (€)	77,000		20,000	79,000
European Week of Sport (€)		4,000		
Total (€)	188,00	119,000	142,500	214,000

Our generous funding allocation for 2023 provides for plenty of opportunities to grow and develop the sport, but we must do so in a manner that is sustainable.

### 3. 2023 Budget

Based on the budget allocations set out above, and in anticipation of receipt of further grant funding for Women In Sport and European Week of Sport, I have drafted a budget for 2023 using the template provided by Sport Ireland. The following pages contain a summary of that budget, as well as figures from previous years included for comparison. I've included data from 2010 as that was my first year as Treasurer, but it also demonstrates how much the organisation has grown in the interim.

Some points to note regarding the budget:

- Income and expenditure in the areas of DAF and Ready to Go Orienteering should be roughly equivalent. Schools that participate in the RTG-O programme that are not DEIS schools make a small contribution to OI. That income is also included;
- The same applies to Restart Sport;

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- Mapping and Map Registration is the total of map registration paid by clubs and capital grant funding received from DTCAGSM;
- Investment from our reserves is not shown as the accounts are transaction-based;
- Orienteering Education has evolved from being a net cost to the organisation to an income generator;
- The Admin budget includes the cost of the General Administrator, all IT and software costs including recent work upgrading the website, insurance, affiliation fees, rent and rates, professional fees and bank fees. A significant increase in this area is anticipated in 2023 due to the costs of moving to the CLG model, and the fees associated with the B Licence in Sport Ireland and our rental of a storage unit.

#### **4. Financial Procedures Document**

The Financial Procedures Document is now complete and has been shared with Eric. We will adjust it as required.

I would also like to take this opportunity to thank Áine for her work for Orienteering Ireland since 2007, and in particular her patience and perseverance when introducing me to the Xero Software package.

I would also like to welcome Eric to the organisation and I look forward to working with him in the future.

Sarah Ní Ruairc

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	2023 Budget		2022		2021		2020		2010 Actual	
	Amount (€)	%	Amount (€)	%	Amount (€)	%	Amount (€)	%	Amount (€)	%
<b>Income</b>										
<b>Total</b>	306,440		190,653		161,430		216,383		84,773	
<b>Core Grant</b>	80,000	26.11%	75,000	39.34%	65,000	40.27%	65,000	30.04%	50,688	59.79%
<b>Restart Sport Grant</b>	79,000	25.78%	20,000	10.49%		0.00%	77,000	35.59%		0.00%
<b>Event Reg</b>	3,500	1.14%	160	0.08%	820	0.51%	2,070	0.96%	5,020	5.92%
<b>Affiliation</b>	3,300	1.08%	3,390	1.78%	360	0.22%	3,260	1.51%	3,865	4.56%
<b>Mapping &amp; Map Reg</b>	200	0.07%	1,660	0.87%		0.00%		0.00%	19,354	22.83%
<b>Juniors</b>	3,000	0.98%	5,046	2.65%	1,246	0.77%	20	0.01%	5,154	6.08%
<b>HP</b>	0	0.00%	0	0.00%		0.00%		0.00%	470	0.55%
<b>Orienteering Education</b>	42,000	13.71%	34,591	18.14%	32,217	19.96%	11,280	5.21%	222	0.26%
<b>Other</b>	780	0.25%	776	0.41%	2,522	1.56%		0.00%		0.00%
<b>Women in Sport</b>	30,000	9.79%	2,500	1.31%		0.00%	10,000	4.62%		0.00%
<b>European Week of Sport</b>	4,000	1.31%	0	0.00%	4,000	2.48%		0.00%		0.00%
<b>Development Income</b>	300	0.10%	0	0.00%	4,630	2.87%		0.00%		0.00%
<b>DAF (Grant &amp; Other)</b>	60,360	19.70%	47,530	24.93%	50,635	31.37%	47,753	22.07%		0.00%
<b>Expenditure</b>										
<b>Total</b>	306,440		248,070		151,527		105,322		85,285	
<b>Admin</b>	58,060	18.95%	38,760	15.62%	33,224	21.93%	28,432	27.00%	13,371	15.68%
<b>HP</b>	15,000	4.89%	9,462	3.81%	10,030	6.62%	3,000	2.85%	19,412	22.76%
<b>Juniors</b>	22,000	7.18%	21,741	8.76%	18,411	12.15%	4,066	3.86%	18,867	22.12%
<b>Comms</b>	5,500	1.79%	4,181	1.69%	1,228	0.81%	2,644	2.51%	6,041	7.08%
<b>Orienteering Education</b>	8,400	2.74%	9,965	4.02%	12,533	8.27%	7,470	7.09%	5,447	6.39%
<b>Events &amp; Awards</b>	2,050	0.67%	1,795	0.72%	238	0.16%	236	0.22%	2,200	2.58%
<b>Mapping</b>	2,000	0.65%	33,599	13.54%	373	0.25%	600	0.57%	19,818	23.24%
<b>Equipment</b>	2,230	0.73%	285	0.11%	81	0.05%	2,428	2.31%	129	0.15%
<b>Schools &amp; POCs</b>	1,000	0.33%	487	0.20%	884	0.58%	1,935	1.84%		0.00%



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	2023 Budget		2022		2021		2020		2010 Actual	
	Amount (€)	%	Amount (€)	%	Amount (€)	%	Amount (€)	%	Amount (€)	%
<b>Development</b>	12,000	3.92%	15,067	6.07%	11,890	7.85%	13,954	13.25%		0.00%
<b>Tech Standards</b>	6,000	1.96%	4,631	1.87%		0.00%		0.00%		0.00%
<b>Women in Sport</b>	25,000	8.16%	8,398	3.39%	2,762	1.82%	3,731	3.54%		0.00%
<b>Event Refunds</b>	3,000	0.98%	2,633	1.06%	1,148	0.76%		0.00%		0.00%
<b>Restart Sport</b>	79,000	25.78%	34,518	13.91%	19,142	12.63%	18,312	17.39%		0.00%
<b>Ready to Go Orienteering</b>	61,200	19.97%	62,546	25.21%	35,444	23.39%	18,514	17.58%		0.00%
<b>European Week of Sport</b>	4,000	1.31%	0	0.00%	4,139	2.73%		0.00%		0.00%
<b>Surplus</b>	0		-57,416		9,903		111,061		-512	
<b>Net HP Spend</b>	15,000		9,462		10,030		3,000		18,942	
<b>Net Junior Spend</b>	19,000		16,696		17,165		4,046		13,713	
<b>Net IOA Spend on Squads</b>	34,000	11.10%	26,158	10.54%	27,195	17.95%	7,046	6.69%	32,655	38.29%
<b>Net Education Income</b>	33,600		24,626		19,684		3,810		-5,225	
<b>Net DAF Spend</b>	840		15,016		-15,191		-29,239		0	
<b>Net Women in Sport Spend</b>	-5,000		5,898		2,762		-6,269		0	

## High Performance Report

I have a brief report in relation to High Performance and plans for 2023, WOC will be the main focus, which this year is a forest WOC in Switzerland (mid July). Selectors are hopefully working on a selection policy, there were a few emails in the last few weeks with regards to the policy from them. There is a sprint EOC in Italy this year in October, unlikely a selection policy will be needed. Teams of varying sizes would be expected to participate in these championships. My plans would definitely be focused on events and supporting participation in them.

Other than that, the only other thing I intend to do is to leave my position and the committee at the AGM.

Apologies for not being in a position to attend the meeting.

Darren Burke

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## Development Officer Report

### Breakdown of the schools events September to January

1. SE Schools
  - Kennedy Park, Wexford (29<sup>th</sup> September): 5 secondary schools, 1 Primary school
  - Woodstock, Kilkenny (6<sup>th</sup> October): 7 Secondary 5 Primary
  - Templemore, Tipperary (October 25<sup>th</sup>) 4 Secondary, 7 Primary
  - Rathwood, Carlow (November 10<sup>th</sup>) 4 secondary 1 primary
2. Leinster schools (County Dublin)
  - Ardgillan (5<sup>th</sup> October) : 8 primary
  - Ardgillan (19<sup>th</sup> October) : 6 Secondary , 1 Primary
  - Corkagh (16<sup>th</sup> November) 5 primary
  - Corkagh (30<sup>th</sup> November) 6 Secondary
  - Corkagh (7<sup>th</sup> December) 7 primary
3. Cork schools at Fota (November 10<sup>th</sup>) 6 Secondary, 6 Primary

Comment: huge numbers, back into the regular programme of events after covid. Secondary schools quicker to get back out to events. Younger children have missed out on 2 years of experience. Most noticeable at 1<sup>st</sup> year level.

Question: **how are we addressing the issue of transfer of interest from schools to club events?**

**Can we provide any sort of training for TY/LC pupils who want to chose orienteering as an activity?**

### Uniformed groups

- Tower Hill, Waterford (19<sup>th</sup> November) regional beaver/cub event for Waterford
- Tower Hill, Waterford (20<sup>th</sup> November) regional scout event for Waterford

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- Castlecomer, Kilkenny (15<sup>th</sup> January) regional beaver event for Carlow/Kilkenny

Comment: specific focus on uniformed groups is rewarding. They do have specific needs.

Question: **how can uniformed groups be best incorporated in regular events?**

## Sports partnerships/local authority

I am currently working with 5 SPs in the SE. The personnel constantly change so it requires regular meeting and discussion. They are very keen to work with us.

- Waterford Active Cities: I provided 3 Maprun courses and 3 photoO courses to be used during the Winterval festival in December.
- Sports Ability month: I facilitated 2 events for Waterford SP for St Johns Special school, Anne le Roy Centre
- Her Outdoors week: in conjunction with Active Wexford, we put on an urban summer event on in Duncannon.
- School mapping (follow up to RTGO mostly, see list)
- Updating maps used for POCs and Maprun (as listed on SPO websites)
- Thematic Mapruns added: Clonmel Walled town and Waterford City walls, in conjunction with local Heritage officers
- Mapruns provided for Tullow CS and Knockbeg College (Co.Carlow)

Question: **could we keep some sort of updated register of SP contacts?**

## Community groups

- Southend Family Resource centre: Maprun course of Wexford rocks walking trail
- Farranshoneen Community youth services: Maprun and Maze orienteering over 3 sessions

## Additional questions to address

**Are all clubs clear on the online licencing process of HAMs as used by Coillte?**

**Are clubs up to speed with the extensive Event Safety documents in pilot phase with several local authorities and which apply specifically to urban areas? (Wexford and Fingal for example)**

Mapping	schools	Update map/course	Maprun added	Event
Fethard town park	Scoil Lorcaín	Lismore	Waterford Medieval walls (Conservation officer)	Duncannon ( <b>Her outdoors week</b> )
New Ross	St John of gods	KilmacThomas	Farranshoneen	Dungarvan Waterford <b>Sports Ability Month</b> St Johns Special school, Anne le Roy centre

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Tullow	Mercy Waterford	Tramore ecopark	Clonmel Walled town	Newtown school Winterval Maprun
Wyse park, Waterford	ETNS Tramore	Dungarvan Walton park	Tullow Community school	Farranshoneen 3 days
Mt Congreve (Irish schools)		Wexford rocks 3 (Wexford walking trails)	Winterval Waterford	Winterval Waterford Waterford Active cities 3 PhotoO courses
Cahir		Clonmel		
		Templemore		
		Tintern 3 (Shielbaggan)		Active Wexford Waterford sports partnership/County Council Tipperary SP Carlow SP Kilkeny SP

## Junior Affair Officer Report

Apologies I can't make the meeting – I'm away in the UK on that date. Here's a rundown of current ongoing work:

### Junior Calendar 2023

The following events are planned for the coming year:

- Sprint Training Days x 4 (organised by Eileen Young in Jan/Feb)
- Junior Time Trial (Phoenix Park, Feb 25th)
- Training Weekend (Killarney, Mar 4th - 5th)
- JK Junior Squad Relay teams (to be organised – 10th April)
- EYOC Training Camp (TBC – see later)
- JWOC Training Camp (TBC – see later)
- EYOC (Bulgaria, 22nd – 26th June)
- JWOC (Romania, 2nd – 9th July)
- Silva O-Camp (Czech Republic, 23rd – 30th July)
- JHI (NE England, Oct)
- Hawkshead Weekend (England, Nov)

The training camps for EYOC/JWOC have yet to be organised – I'm currently collecting calls for interest in them. The official camps for both clash with IOC, so we'll have to reach out to the organisers to see if we can run a camp ourselves on their training maps.

The upcoming residential weekend in Killarney is being organised mainly by Brendan and Fiona O'Brien. Plans are coming along well, and they have a good training plan laid out for the weekend. In order to streamline the process of putting names on

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paper, I will shortly be opening up an online form to allow interested juniors to book places (limited beds but should be plenty). We are limiting attendance to juniors with at least three light green (TD4) events completed, as there is a general desire to get more dedicated TD5 training done.

We have also organised the team that will accompany the Junior Squad to the Silva O-Camp – it will consist of Toni O'Donovan, John Casey, Alan O'Donnell and Colleen Robinson. We have roughly 25 juniors interested in attending this. We need to look next at flights etc and reach out to the organisers to see if he can help us arrange a transfer from airport to camp – all travel during the camp is by bicycle, so we don't really need/want to hire cars.

I have already booked (provisionally) accommodation for a team to travel to JWOC, as the accommodation for that opened last Dec. We didn't realise this last year, and had very little remaining accommodation to choose from in March 2022. Actual Entries for JWOC and EYOC (which includes accommodation) don't open for a while yet, so no rush there.

## **Finances**

We seem to have accomplished last year's activities on budget, even with the overrun for JWOC Part II (which ended up being a lot cheaper than expected, thanks to frugal organisation). The only outstanding payment was for the Hawkshead trip, but there were enough funds left to cover this. Total spend for the year was circa €22k, with €5k raised via fundraising, leaving a net cost of ~ €17k to OI (in line with total given at start of the year)

The proposed 2023 expenditure plan I sent to Paul and Sarah looked like this:

### **Basic Annual Recurring Expenses to Budget For**

JK Relay Team entries	700
JWOC Costs (Entries, Accommodation, Food)	7000
EYOC Costs (Entries, Accommodation, Food)	6000
JHI Costs (Entries, Accommodation, Food)	3000
EYOC Training Camp	3000
JWOC Training Camp	1500
Hawkshead Camp	1000
Silva O-Camp (NEW - July 2023)	7000
Other Misc Training Costs	300
Other Expenses (as Required)	
Team Gear	1000
Fund Raising	
Annual aim	-3000
<b>Total</b>	<b>27500</b>

The main extra item on this is the Silva O-Camp – most other expenses are similar to last year.

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## **GDPR**

Last week, I contacted all juniors that had reached the M/W21 stage (and their parents), thanking them for their hard work, and advising them that I was removing their data from my consent database, and my mailing lists. I currently have active consent for 64 juniors across all the age groups.

## **Garda Vetting**

I'm going to send an email to all juniors who turn 18 this year (and their parents), to remind them of the requirement to become garda vetted, if they intend to travel on any overnight trips with other juniors below the age of 18. I'll also generally remind all parents that if they intend to help out at such trips, they also require in-date vetting, and the Safeguarding Qualification. Most (all?) of my regular helpers have it now. It gets checked before each trip anyways.

## **Selection Policies**

Thanks again to the junior selectors (Ruth Lynam, Mike Long, Stephanie Pruzina and Darren Burke) who were able to produce selection policies for the major junior competitions this year (EYOC/JWOC/JHI). The policies have been distributed to all juniors and are available on the Junior Squad website. I've also included the SHI selection policy as it is of interest to M/W20s.