



ANNUAL GENERAL MEETING 2020



IRELAND



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STANDING ORDERS

As the 2020 AGM will be held via virtual means, the Standing Orders for the meeting will require some additional mechanisms to accommodate the online forum.

1. All delegates will be required to register their attendance for the meeting via the link provided by Cycling Ireland in advance of the meeting and on the timescales provided. This link and a suite of related information will be available on <http://www.cyclingireland.ie/page/membership/aggm>
2. Each registered attendee will be classified as a voting delegate or non-voting delegate.
3. Each club, province and commission will be required to nominate their voting delegate/s (as defined in Art.34 of the constitution of Cycling Ireland) to Cycling Ireland prior to the meeting in the electronic format requested. Further details of this process are contained at the above mentioned website link.
4. As the business of the meeting and related papers will be distributed prior to the meeting, delegates are encouraged to provide any queries or questions they may have to Cycling Ireland by 5:00pm on Wednesday 14 October, such that these may be addressed in presentations by the speakers on the day.
5. Delegates will all be muted during the meeting so all interactions are to be directed through the Q&A function.
6. Voting delegates will have the facility to direct any questions to the Chairperson/speakers via the Q & A function. This function will be monitored and the Chairperson/speakers will respond as possible. Delegates are earnestly directed to Point 4 above and are respectfully requested to ensure questions are directly related to matters at hand.
7. All Motions will be formally moved by the President and seconded by the Secretary of Cycling Ireland. A statement from the proposers of the motion and a further statement outlining reasons to reject the motion will be read out by the Secretary.
8. Due to the online format of the meeting, amendments to motions will not be possible. Motions will therefore either be carried or defeated. However in light of the restrictive format of the meeting proposers of motions will be permitted, should they wish, to present their motions again at the AGM of 2021.
9. Voting will be restricted to voting delegates only. It will be conducted via electronic polls (as defined in Art.34 of the constitution of Cycling Ireland). Mr David Mullin will act as an independent scrutineer overseeing all voting processes.

Agenda 32nd Annual General Meeting of The Irish Cycling Federation t/a Cycling Ireland

The Board of Directors of the Irish Cycling Federation trading as Cycling Ireland, in line with the conditions set out in articles 25 et al of the Constitution of the company has determined that the Annual General meeting of the company will be held on Saturday 17th of October at 11:00am.

The business for the meeting is that which appears in the Agenda below.

The meeting will be hosted virtually and in line with current COVID 19 restrictions members of the company will not attend the meeting in person.

In order to facilitate the smooth conduct of the meeting, a number of further communications and requirements will follow in the coming week. These will include details on how to register your attendance, nominate club/commission delegates and sign-on for the meeting. The process and mechanisms to allow voting for elections and on matters to be considered will also be issued in due course.

A pack of supporting documents, including the 2019 Accounts, Reports from the Board/Commissions and supplementary information regarding proposed motions and election candidates will be issued in the coming weeks.

Agenda for 32nd Annual General Meeting of Cycling Ireland

1. President's address
2. To adopt the attached standing orders for the orderly conduct of the AGM
3. To consider the minutes of the 2019 AGM held on the 23rd November 2019
4. To receive and consider the Directors' report annexed to the 2019 annual accounts of the company.
5. To receive and consider the certified audited financial statements of the company for the year ended 31st December 2019
6. To fix membership and affiliation fees for 2021
7. To appoint Auditors for 2021
8. To consider the following reports:
 - Off-road Commission Report
 - Track Commission Report
 - Road Commission Report
 - BMX Commission Report
 - Women's Commission Report
 - Paracycling Commission Report

- Leisure Commission Report
- Interim Youth Commission Report
- Anti-Doping Report
- Cyclist.ie Report
- College of Commissaires Report

9. Business update presented by Mr Matt McKerrow, CEO.

10. To consider each of the motions listed in the appended table: "Motions"

11. To elect an Honorary Secretary, the following have been nominated

- Mr Anthony Mitchell has been nominated by The Bike House CC

12. To elect an Honorary Treasurer, the following have been nominated

- Mr Eugene Moriarty has been nominated by Listowel CC

13. To elect a Board Director without executive post, the following have been nominated:

- Mr Alec Darragh has been nominated by Cycling Ireland Track Commission
- Mr Colin MacHale has been nominated by Inspiration CC
- Mr Noel Mulroy has been nominated by Westport Covey Wheelers CC
- Mr John Collieran has been nominated by the Dolmen CC

14. The following Appointed Directors are due for ratification,

- Mr. Brendan Tallon
- Ms. Gillian McDarby
- Ms. Yvonne Nolan
- Orla Carolan

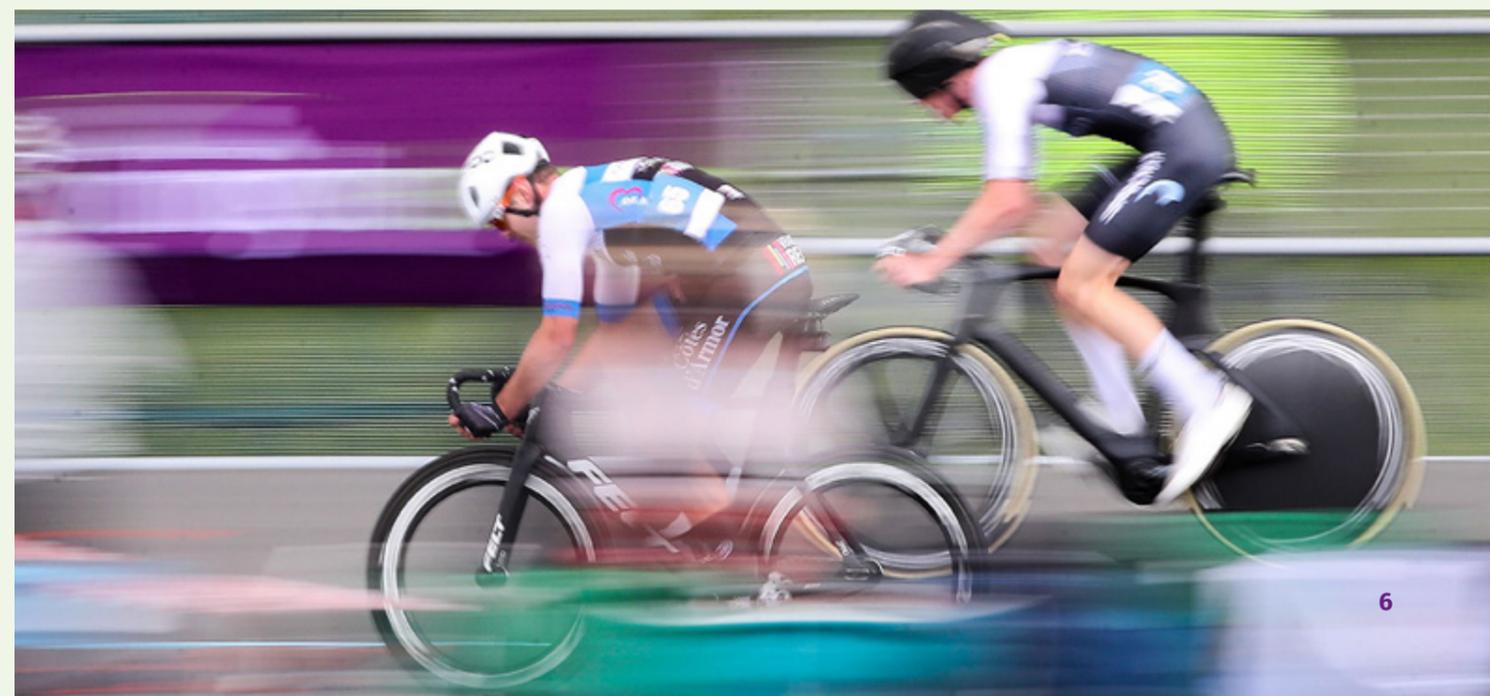
15. Close of AGM

AGENDA

| Motion Proposed By | Motion |
|---|--|
| Cycling Ireland College of Commissaires | In all Youth Events riders must not at any time ride with either of their forearms on top of their handlebars. |
| Cycling Ireland College of Commissaires | To amend Appendix AT4 Scale of Penalties Remove existing 37.1 Renumber existing 37.2 as 37.1 |
| Éire Óg CC | To insert a new rule as T4,A1.13 with the following wording: Youth riders of 15 years and older may be allowed to ride Club League events providing it is allowed within the specific league rules and provided that such Club League events are run on a handicap basis. Riders will be restricted to youth gear rollout and distance limits at any such event. |
| Castlebar Cycling Club | Amend General Administrative Regulation G1 point 2. A club wishing to become an Affiliated Club of Cycling Ireland must apply to the provincial Secretary of the Province in which the club is based. The club must have a minimum of 6 Members and must have a named Chairman, Secretary, Treasurer and Safety Person. Also clubs with young or vulnerable members (as defined by Cycling Irelands Code of Practice for Young and Vulnerable Cyclists) must appoint a Safeguarding Officer. The Provincial Executive before forwarding the clubs request to Cycling Ireland to become an Affiliated Club must ensure that the club satisfies the requirements of Article 6 of Cycling Irelands Articles of Association. To: A new club wishing to become an Affiliated Club of Cycling Ireland must apply to the provincial Secretary of the Province in which the club is based. The club must have a minimum of 20 Members and must have a named Chairman, Secretary, Treasurer and Safety Person. Also clubs with young or vulnerable members (as defined by Cycling Irelands Code of Practice for Young and Vulnerable Cyclists) must appoint a Safeguarding Officer. The Provincial Executive before forwarding the clubs request to Cycling Ireland to become an Affiliated Club must ensure that the club satisfies the requirements of Article 6 of Cycling Irelands Articles of Association. |



| Motion Proposed By | Motion |
|------------------------|---|
| Castlebar Cycling Club | To Amend the definition of League Race in the Glossary of the Tech Regs from LEAGUE RACE is a race open to members of more than one club and non-attached members of CI provided they have the appropriate licence (LC). There will be no prize list per race but there may be an overall prize list. The promoter must appoint a competent person to fill the role of commissaires and in all other ways the race will be conducted under the rules of CI and adhere to the CI Safety Code Club and League races may only be run on Mondays through Thursdays. Notwithstanding League Races may be run at any time subject to these being promoted for a defined group of riders e.g. masters, women, time trialists etc. . Such events must be authorised at the time of the annual calendar approval and be listed in the Annual Road Events Calendar. A club promoting an open race may run a race on the day of their open promotion regardless of the day of the week in respect of 50+ riders and women. To: LEAGUE RACE is a race open to members of more than one and less than 16 clubs and non-attached members of CI provided they have the appropriate licence (LC). There will be no prize list per race but there may be an overall prize list. The promoter must appoint a competent person to fill the role of commissaires and in all other ways the race will be conducted under the rules of CI and adhere to the CI Safety Code Club and League races may only be run on Mondays through Thursdays. Notwithstanding League Races may be run at any time subject to these being promoted for a defined group of riders e.g. masters, women, time trialists etc. . Such events must be authorised at the time of the annual calendar approval and be listed in the Annual Road Events Calendar. A club promoting an open race may run a race on the day of their open promotion regardless of the day of the week in respect of 50+ riders and women. |
| Castlebar Cycling Club | Amend existing Tech Reg T5 A2.3 3. Riders belonging to a Cycling Ireland affiliated club must when competing in an open race, authorised by Cycling Ireland and organised under Cycling Ireland rules, wear the registered clothing of their affiliated club. In races where a one piece suit is normally worn and a club one piece suit is not available then the rider, with the Commissaires agreement, may wear a plain one piece suit. To: 3. Riders belonging to a Cycling Ireland affiliated club must when competing in an open Road Race, TT, Track or Cyclo Cross Race, authorised by Cycling Ireland and organised under Cycling Ireland rules, wear the current registered clothing of their affiliated club. |





MEMBERSHIP FEES 2021

Proposed Membership Fees 2021

The membership year runs from the 1st of January to the 31st of December annually

- In mid 2020, a working group of the CI Board and staff met on a number of occasions with the aim of proposing a revised membership fee structure for the CI Board to present at the 2020 AGM. The group reviewed feedback from the membership throughout the year, and from the Voice of the Membership survey conducted in July 2020. The following sets out the proposed 2021 fees and levies for the consideration of the voting membership.
- It should be noted the fees/levies structure is being proposed in one resolution, and as the proposed Standing Orders for the 2020 AGM do not allow for amendments to be proposed during the meeting, the resolution will be only accepted or defeated.
- The schedule of 2020 Fees & Levies is presented at Appendix One for comparative purposes.

| Youths & Junior Membership | | Leisure Membership | |
|-----------------------------|----------|--|------------|
| U8 | €10/£9 | Leisure Member (3rd party) | €50 /£45* |
| U10 | €10/£9 | Add On (Personal Accident) | €10/£9 |
| U12 | €10/£9 | <i>*Provincial Levy to be applied for Ulster members</i> | |
| U14 | €30/£27 | Competitive Membership* includes personal accident | |
| U16 | €40/£26 | Full Competition | €130 /£117 |
| Junior (17&18) | €50/£45 | Limited Competition | €90 /£81 |
| Other Memberships | | Full-Time Student | €80 /£72 |
| Non-Riding/Supporter | €20 /£18 | <i>*Unattached Fee €30/£27</i> | |

Event Licence (EL)

Formerly referred to as Day Licence or ODL

| Competitive Events | | |
|--------------------------------------|---|---|
| Event Licence | €20/£18 <i>Increased price to incentivise membership</i> | |
| Available in the Following Instances | | |
| Leisure Members | <ul style="list-style-type: none"> Can purchase a competitive Event Licence year-round for Off-Road events (does not include Track, BMX, or Open Road Races) Can purchase a competitive Event Licence year-round for Time Trial, Team Time Trial, Hill Climb, Paracycling Time Trial. | |
| Limited Competition Member | <ul style="list-style-type: none"> Can purchase a competitive Event Licence AFTER 1st AUGUST for Road Race, Criterium, Paracycling Road Race | |
| Non-Cycling Ireland Member | <ul style="list-style-type: none"> Adults/ seniors can purchase a competitive Event Licence year-round for All Off-road, Time Trial, Team Time Trial, Hill Climb, Paracycling Time Trial | |
| Leisure Events | Youth & Junior Events | |
| Event Licence | €10/£9 <i>Increased price to incentivise membership Available to non-members /supporter</i> | Not available for U18 <i>Membership Required</i> |

Club Fees 2021

| Club Affiliations | | Provincial Fee | | Total Club Affiliation Cost | |
|---|------------|--------------------------------|-----------|-----------------------------|--|
| Paid By 31st Dec 2020 | €150 /£135 | Provincial fee | €140/£126 | | |
| Late Payment Fee | €50/£45 | Late Payment Fee | €50/£45 | | |
| Cycle Promotions Groups | €150/£135 | Cycle Promotions Groups | €150/£135 | | |
| | | | | €290/£261 | |
| <i>The Transaction and handling fees will be absorbed by Cycling Ireland and will be displayed on the receipt</i> | | | | | |

2019 AGM MINUTES



31st Annual General Meeting Saturday 23rd November 2019 Citywest Hotel, Saggart, Co. Dublin.

The meeting opened at 10:12 am

Attendance

70 delegates from 37 clubs signed on to attend the meeting. 9 board members attended also

Director, Ciaran McKenna (CMcK) President, Micheal Concannon (MC) Secretary, Michael Mannix (MM), Treasurer, Gillian McDerby (GMcD), Brendan Tallon (BT), Noel Mulroy (NM), Eugene Moriarty (EM), Ronan McLaughlin (RMcL), and Anthony Mitchell (AM). Dave Smyth sent his apologies.

The meeting stood for a minute of silence as a mark of respect for our deceased members.

President's Address

The President made his opening address and thanked the delegates for attending. He paid tribute to the work of the provincial committees, commissions, Cycling Ireland staff and all of the volunteers. He stated again that volunteers and cubs are the backbone of Cycling Ireland.

During 2018 Geoff Liffey resigned from the role of CEO and John Foley acted as interim CEO until the beginning of May. The President thanked John Foley for his work with Cycling Ireland.

Matt McKerrow was appointed on the 1st of May and his previous experience with sports bodies has allowed him to get a handle on the organisation quickly. The President appealed to the members to be supportive of Mr McKerrow and the five new staff members appointed in 2019.

Financial planning for 2019 was made in the expectation of a 10% decline in membership. The actual outturn was a 5% decline.

Cycling Ireland are in a healthy financial position and have the capacity to roll out some new initiatives. Continued financial stability is the key to future success. The President thanked Michael Mannix and Frank Keenan for their work during the year.

There was no Rás in 2019 and there were several other road race cancellations. Cycling Ireland saw the need for a national stage race and had a preference to see the links to the existing Rás continue. Thanks to the good offices of the Dignam family that is what will happen.

Weekday racing seems to be having an effect on open road racing.

There were 975 events on the Cycling Ireland calendar for 2019.

Event safety will be a greater priority in 2020 and in the future. An event safety group has been formed and will convene shortly.

We have good relationships with Sport Ireland, Sport Northern Ireland, Paralympic Council of Ireland, The Gardaí and PSNI.

In the matter of high performance, 2019 was a very successful

year, with 22 medals achieved across all disciplines. He particularly highlighted the women's pursuit team who are continuing to exceed expectations. The junior girls did very well in 2019 and but for an unfortunate crash in the finishing straight at the World Championships would have achieved very good results. Cycling Ireland will shortly announce a co-operative agreement with some European clubs and teams to assist the development of junior and under 23 riders.

The staff of Cycling Ireland moved from Kelly Roche house at the start of the year to new offices at the Sport Ireland Campus. A tenant is in place at Kelly Roche house. The work to develop the new velodrome at Abbottstown has begun with an expected start date to construction in mid to late 2020.

Cycling Ireland will work via the Track Commission and HP unit to ensure the maximum benefit for members.

Arising from the affairs at the FAI, it is anticipated that Cycling Ireland along with other NGB's will be required to upgrade matters related to governance and compliance. New procedures for board sub committees will be put in place in 2020.

Strategy planning is underway and a new strategy plan to 2025 will be completed presently. The main emphasis in the future has to be the recruitment and retention of membership and a significant increase in branding and marketing. In terms of recruitment, there will be a move away from the road and onto other disciplines as the key pathway of the recruitment of young riders. The President expressed his thanks to all who helped during the past year, especially the staff in the office, the members of the board and the members of the provincial boards and commissions.

The President referred to Anthony Mitchell who will step down having completed the allowed three, 2 year terms. He paid tribute to Anthony for the expertise he brought to his role as a board member and to his capacity for work on all of the tasks given to him.

In relation to his own future, he has decided to embark on another term as President on the basis of the support he has received from members of Cycling Ireland and the board.

Update on Board Activity for 2019

The report as included in the congress pack was presented for the consideration of the meeting. It was proposed by Neil Taggart and seconded by Aaron Wallace.

3. To Adopt the Attached Standing Orders for the Orderly Conduct of the AGM

Standing orders are accepted on the proposal of Liam Walker, seconded by Tommy Campbell.

4. To Consider the Minutes of the 2018 AGM Held on the 10th November 2018

The minutes of the 2018 AGM were approved by the members on the proposal of Liam Walker and seconded by Pat Moss.

5. a. To Receive and Consider the Directors' Report Annexed to the 2018 Annual Accounts of the Company

b. To Receive and Consider the Certified Audited Financial Statements of the Company for the Year Ended 31st December 2018

Financial reports were approved by the delegates on the proposal of Tommy McCague and seconded by Liam Walker.

Michael Mannix presented the financial reports. He made the reference to the schedule on page 134 of the AGM manual. This schedule is based on a remarks and suggestions made at the 2018 AGM to simplify the statement of accounts. It is important to note that a drop in membership equates to a drop in finance. However he stated that while membership income is down it is less than was anticipated than when preparing the budgets. Mr Mannix thanked Garry Nugent for turning the Great Dublin Bike Ride around so that it is now a significant income generator.

Valerie Considine remarked on the need to increase membership. She suggested that the non Cycling Ireland members participating in GDBR are a prime target. She questioned why the AXA sponsorship is increasing and what is the future for the AXA sponsorship. Rachel Ormond replied that AXA's funding s over three years and we are putting particular emphasis on servicing the sponsorship in the hopes it will go beyond that.

Claire Young queried the figure of €46,000 for coaching income. Michael Mannix said it is money taking in from coaching fees and sundry items. Ms. Young questioned why we are taking money from members to develop coaching. Rachel Ormrod said courses are run on a cost neutral basis; any monies taken in are immediately taken out to cover course costs.

Tommy McCague asked why the bank accounts of commissions are not included in the financial statements. Michael Mannix replied that every commission does not have a bank account and that work needs to be done the way provinces and commission report their financial activities. He stated that Cycling Ireland is working towards each commission having their own bank account and the board is aware of the need for commissions to have bank accounts and a financial management system, for greater financial planning and for greater accountability of spending. Notices have been sent to all the commissions inviting them to submit spending plans for 2020. Tommy McCague pointed out that the accounts are not reflective of all the banks accounts under the control of Cycling Ireland. Michael Mannix agreed with him but he pointed out that payments are made on the basis of programs submitted and receipts submitted. He further pointed out that €204,000 was set aside for the commissions in 2019 and it is extremely unlikely that all of this will be spent. He estimated that about €170,000 will be the limit of the spending by the commissions. He was however adamant that there was no irregularity in the spending of the commissions.

Orla Hendron stated that if you wish to see the accounts of a province or commission you should go to their AGM. Michael Mannix agreed and further agreed with Tommy McCague's suggestion that the accounts should be included in the Cycling Ireland financial statement.

Lorna O'Reilly requested that a breakdown of the allocation to each commission should be provided. Michael Mannix agreed with this and it will be included for 2020. The treasurer pointed out that not all items are presented otherwise there would 110 headings for expenditure.

Dylan Linus queried why professional fees have increased so much. The treasurer replied that this is largely made up of legal fees and there is considerable expenditure on legal fees, some of which related to high performance selection issues.

Teresa Walsh questioned why the insurance premium had risen by 45%. The treasurer explained that it is on the basis of claims, that the premium would rise again for 2020 and that we are fortunate enough to have insurance.

Dany Blondeil questioned where race fines appear in the accounts. Michael Mannix suggested its likely to be in sundry items and undertook to have a separate line item in the 2020 accounts.

6. To Fix Membership and Affiliation Fees for 2020

No change to the membership and affiliation fees for 2020. Proposed by Frank Campbell and seconded by Derek Webb.

7. To Appoint Auditors for 2020 Who Will Prepare the 2019 Statutory Accounts

The board proposes that OSK should be the auditors for 2019. This was proposed by Marian Lamb, seconded by Derek Wade and approved by the delegates.

8. To Consider the Following Reports

- Off-road Commission Report;
- Track Commission Report;
- Road Commission Report;
- BMX Commission Report;
- Women's Commission Report;
- Paracycling Commission Report;
- Leisure Commission Report;
- Youth Academy Report;
- Anti-Doping Report;
- Cyclist.ie Report;
- College of Commissaires Report;
- Provincial Reports

The reports as submitted were proposed by Ger Campbell and seconded by Tommy McCague.

Anti Doping

The president thanked Siobhan Horgan for her work in 2018 and 2019.

BMX

The President highlighted BMX as a potential growth area for recruitment of youth cyclists

College of Commissaires

The President congratulated Gary McIlroy for completing the UCI CycloX Commissaires course. He also congratulated Paul Watson on his appointment to the panel of Commissaires for the Paralympics Tokyo. It was pointed out that Paul Watson is now the Chairman of the College of Commissaires

Connacht Provincial Council Report

Noted

Leinster Provincial Council Report

Noted

Leisure Commission Report

Aaron Wallace queried if the leisure calendar was being managed. The President assured him it was.

Munster Provincial Council Report

Noted

Off-Road Report

Liam Walker suggested that there is a shortfall in the funding available for CycloX. Funds are not sufficient to send teams away. The President mentioned that Commissions have been asked to submit their requests for funding for and the way to address that matter is through their submission.

ParaCycling Report

The achievements of Katie George Dunleavy and Eve McCrystal in winning World Gold and Silver medals and of Ronan Grimes in securing a silver medal was noted

Road Commission Report

Noted

Track Commission Report

Noted

Ulster Provincial Council Report

Noted

Women's Commission Report

Noted

Youth Commission Report

Orla Hendron pointed out that a scheme agreed arising from a presentation by Gillian McDarby did not appear to be reflected in the Youth Commission Report. The President responded. Dylan Linus requested clarification that the Youth Commission look after youth

road racing only. Tommy McCague pointed out that if we don't invest in youth recruitment the sport will decline. Coaching for youth riders needs to be developed. The President agreed that coaching is the key to youth recruitment and retention not just on the road.

CEO Report

Noted

Coaching and Education Report

Dylan Linus questioned why the Sprocket Rocket programme is not available in schools in Northern Ireland. Rachael Ormond clarified that while Sprocket Rocket is funded through Dormant Accounts it is also run by some clubs. Dormant Account funding from the Irish Government is not available for use in Northern Ireland. There are some suggestions that Sport Northern Ireland will shortly have access to a similar scheme of funding. Rachael Ormond said that she will determine, on the basis of the rules set out then, how and what to apply for under the new scheme. Tommy McCague asked if there was a charge to the schools running Sprocket Rocket. R. Ormond replied that there were no fees but programme delivery is tied to a specific demographic. T McCague asked if there is a cost to the person being trained as a Sprocket Rocket coach and R Ormond replied that there is but she will look at having no cost to train the coaches. Marian Lamb asked if the Cycle Right programme was delivered in the south only. R. Ormond replied that it is a programme funded by the Dept of Arts, Sport and Tourism and is delivered in the south only. Cycle Right is a uniform standard for cycle training in schools. There has been some work in relation to an all island programme however Sustrans wishes to be independent to run its own programmes in Northern Ireland.

Events Report

There were 975 approved events in 2019. The President thanked Garry Nugent for his efforts.

Marketing and Communications Report

The President pointed out that Scott Graham joined the organisation in 2019 and that communication with the members has improved substantially.

9. To Consider the Following Motions**Motion 1: Proposed by Cycling Munster**

Proposed rule changes that effect specific disciplines or sectors of cycling sport should first be considered by the appropriate Commission or Commissions at their AGM's and if they are approved, they are then sent forward to the AGM of Cycling Ireland for approval by the members.

The motion was proposed by Sean Moriarty and seconded by John Colleran. Following a discussion the matter was put to a vote and was not approved.

Motion 2: Proposed by Cycling Ulster as amended

EVENT LICENCE: An Event Licence may be issued to an existing Cycling Ireland Limited Competition license holder by an appropriate Cycling Ireland Official on receipt of a completed application form and appropriate fee. It shall entitle the holder to satisfy the requirements of rule G1.15, for the event in which the licence is issued. Not available for riders in National

Championships, Criteriums, Stage Races, Massed Start Open or Handicapped Open races before 1st August each year. Such a licence must not be issued to any person under suspension from any National Cycling Federation. Such a licence does not grant the holder membership of Cycling Ireland.

Where an organiser of a leisure event so wishes he may use the Event Licence system for those entrants who do not hold a licence issued by a National Federation. In such circumstances the licence fee to be applied will be agreed, in advance with the staff at Cycling Ireland HQ. Notwithstanding the organiser may agree an overall fee in advance with the staff at Cycling Ireland HQ and in such circumstances the sign on sheet will list all those competing.

Chapter G1.15

An appropriate Event Licence will permit the holder to participate as a rider in Cycling Ireland Events excluding all Open Road Races before 1st August each year.

However for Women's Beginners Closed Circuit Races and Women's Training Days, an Event Licence limited to one time per participant may be permitted.

Officials may take out an Event Licence referred to as Temporary Membership at any time. Such Temporary Membership fulfils the requirements of rule T1. Such licence grants the holder membership of Cycling Ireland for insurance purposes only, in respect of that event only.

Proposed by Tommy McCague and seconded by Arron Wallace. A discussion followed and the motion was amended. The amendment motion as shown above was carried.

Motion 3: Proposed by Cycling Ulster

Withdrawn by Cycling Ulster

Motion 4: Proposed by Cycling Ulster

ARTICLE 2 –PROVINCIAL CHAMPIONSHIPS
1. The regulations and eligibility regarding the control of Provincial Championships will be established by Provincial Federations. Provincial Executives will forward a copy of their regulations to Cycling Ireland.

*Note: LC licence holders are not eligible for Road Race Championships.

Proposed by Tommy McCague and seconded by Dylan Linus. Marian Lamb spoke on the motion. It was put to the members and carried.

Motion 5: Proposed by Cycling Ulster

Withdrawn by Cycling Ulster

Motion 6: Proposed by North Donegal CC

There was no delegate from North Donegal to propose the motion. The motion was withdrawn.

Motion 7: Proposed by C I Off Road Commission.

Amend AT 6 Article 7.4 as follows:

Protective Clothing

A full-face protective helmet, which must comply with established safety standards, is mandatory whilst training on the course and racing, including timed stages and transitions. Failure to comply with this or removal of the helmet during racing and training may be subject to a penalty.

Cycling Ireland recommends that all riders wear: Full Fingered Gloves along with Back, Elbow, Knee and Shoulder protection with a rigid surface.

Proposed by Martin Grimley and seconded by Jack Watson. The motion was carried

Motion 8: Proposed by C I Off Road Commission.

Amend Appendix AT.7 National Championships, Mountain Bike

Enduro racing categories to read: Under 17, 17- 21, Senior Men, M30, M40, M50, Women.

Proposed by Martin Grimley and seconded by Dylan Linus. The motion was carried

Motion 9: Proposed by the Women's Commission.

Junior Women Race Entry Fees: We request that the Board of Cycling Ireland set the maximum amount of €5 Race Entry Fee for all Junior Women competing in Cycling Ireland sanctioned Open Race events.

This will apply to riders:

- Who have a Junior designation on their license
- Who hold a current Competition or Limited Competition Cycling Ireland license.

Proposed by Brendan Whelan and seconded by Orla Hendron. The matter was discussed and the motion was not approved by the members.

Motion 10: Proposed by the Women's Commission.

Calendar G8 Point 12 Include Women's Masters TT in bundle including the Senior Men, Senior Women etc. i.e. end of June bundle.

Appendix AT7: National Championships to be amended in line with the approval of a separate Women's Masters TT Championship at 20 Km. Going forward there would now be a separate Senior Women's Championship of 40 Km and a separate Masters Women's Championship of 20 Km.

The riders that are eligible to compete in the Women's Masters Time Trial Championship are those:

- Who have an IRL designation on their license
- Who hold a current Competition or Limited Competition license
- Who satisfy the age conditions for M40 events
- Who have pre-registered for the event
- Who have not entered the Women's Senior Time Trial Championship in the same year

Proposed by Brendan Whelan and seconded by Marian Lamb. The motion was carried.

Motion 11: Proposed by the Women’s Commission

Women’s Masters Time Trial: We request that the Board of Cycling Ireland introduce an amendment to regulation T10.1 Article 11 to include a figure of 6 riders as the minimum requirement for the number of female riders for M40 Championships

Proposed by Brendan Whelan and seconded by Marian Lamb. The motion was carried.

Motion 12: Proposed by the CI Road Commission

On the day of an event which is part of the National Road Series that there be no other race available to A1 riders. This will be managed by the road commission and the calendar coordinators with a view to bringing the best riders together on a regular basis to enhance the standard of domestic competition and give riders a platform to jump to international standard.

Proposed by Frank Campbell and seconded by P J Noland. The motion was carried.

Motion 13: Proposed by the CI Leisure Commission

It is recommended that marshals at events to complete a minimum standard of mandatory training before being permitted to Marshal at leisure events approved by C.I.

Proposed by John Maloney and seconded by Helen Kerrane. The Leisure Commission agreed to amend the wording to be a recommendation. The amended motion was carried.

Motion 14: Proposed by the CI Leisure Commission

It is recommended that event safety statements to be read and agreed by participants before the event. (This could be done online during registration or during sign on).

Proposed by John Maloney and seconded by Helen Kerrane. The Leisure Commission agreed to amend the wording to be a recommendation. The amended motion was carried.

Motion 15: Proposed by the CI Leisure Commission

All approved leisure events display the Cycling Ireland Approved Event logo.

Motion 16: Proposed by the CI Leisure Commission

All registration for leisure events is done online by event organisers with approval from C.I needed for “on the day” cash registration.

15 and 16 were taken together as recommendations on the proposal of John Maloney and seconded by Helen Kerrane. The motions were carried.

10. To elect a President, the Following Have Been Nominated

- Mr Ciaran McKenna has been nominated by Murphy Surveys Kilcullen CC
Ciaran McKenna previously nominated as the post of President was proposed by Liam Walker and seconded by Gerry Campbell, was elected by the delegates.

11. To Elect Board Directors Without Executive Post, the Following Have Been Nominated

- Mr Carl Fullerton has been nominated by North Donegal CC
- Mr Ronan McLaughlin has been nominated by Team Dan Morrissey – McCarthy Insurance Group – Pactimo

Carl Fullerton previously nominated as a Director was proposed by Marian Lamb and seconded by Frank Campbell was elected.

Ronan McLaughlin previously nominated as a Director was proposed by Marian Lamb and seconded by Martin Grimley was elected.

11. Presentations

Declan Troy – O’Driscoll O’Neill (ODON) Insurance brokers for Cycling Ireland

Declan Troy outlined that they are a sports and leisure specialist insurance brokerage. He outlined the nature of the cover provided to Cycling Ireland. He explained that employers liability covers staff and volunteers. He explained that public and product liability covers Cycling Ireland and its members for claims against them. He clarified that professional indemnity cover applies to board members, sub-committee members, cycle leaders, coaches, etc. Jonathan Browne gave a presentation on the claims summary. He gave a detailed breakdown of claims by various categories. Participant cover is typically not included in the cover for contact sports. It was removed from Cycling Ireland cover in 2018. Insurance cover for member is in place while they are training or participating in a Cycling Ireland approved event. Cycling for other purposes is not covered. There is no cover for members taking part in an event that is not sanctioned by Cycling Ireland.

Matt McKerrow - 2020 – 2024 Strategic Plan

The 2024 Strategy Plan is a road map for the future of Cycling Ireland. Outcomes can be measured against the plan. An assessment of the performance of staff members, the board and the sub committees can likewise be carried out. It will be the platform for the allocation of resources.

Member consultations are complete and there was a strong level of response to the survey. Repucon have consulted widely with Cycling Irelands partners and various external bodies. The result is that there are five strategic themes that will inform the new Strategy Plan: Safe cycling, stronger clubs, youth development, long term high performance planning and coaching.

Safeguarding and anti-doping are essential to protect the integrity of our sport. R. Ormond announced that safe guarding training for Commissaires and other volunteers will be rolled out in 2020. The CEO announced that an anti doping officer will be appointed as a staff member in January.

Donal Gillespie - Safeguarding Report

Donal Gillespie was unable to attend the meeting following a family bereavement

Rachel Ormrod - AXA Community Bike Rides

The AXA project arose from a competitive bidding for funding

for a community project. The project is initially for a three year term but she is optimistic that it will last longer. Mary Corry continued the presentation. The program began in late 2018 and will run to the end of 2021. The project looks to fill the space between club activity and getting people to ride their bikes. The project aims to get people into the Cycling Ireland community. All the AXA project events are Cycling Ireland sanctioned. They are open to everyone over 18 years of age and it is an all island project. Bike leaders must commit to doing ten rides per year. Training for leaders is free and leaders are vetted and approved by Cycling Ireland. The insurance provide to bike leaders is for the AXA community rides only. So far 1200 people have signed up, 59 proclaim to have some disability, 56 leaders have been activated to date in 45 areas over 19 counties. It is hoped to have an AXA community bike ride in every county. Of the 1200 people who have signed up only 25% have participated in a community bike ride. There is a need to recruit more leaders, to develop a wider range of rides and to recruit more members. Currently only 50% of the places available are taken up. Further enhancements to the website to allow additional communication between bike leaders and participants are planned. All of the leaders and all the bike rides to date are road based. However leaders are free to choose what kind of a ride they will lead and what discipline the ride will be. Bike leaders do not currently have to be members of Cycling Ireland.

Ronan McLaughlin - Vision for future of road racing

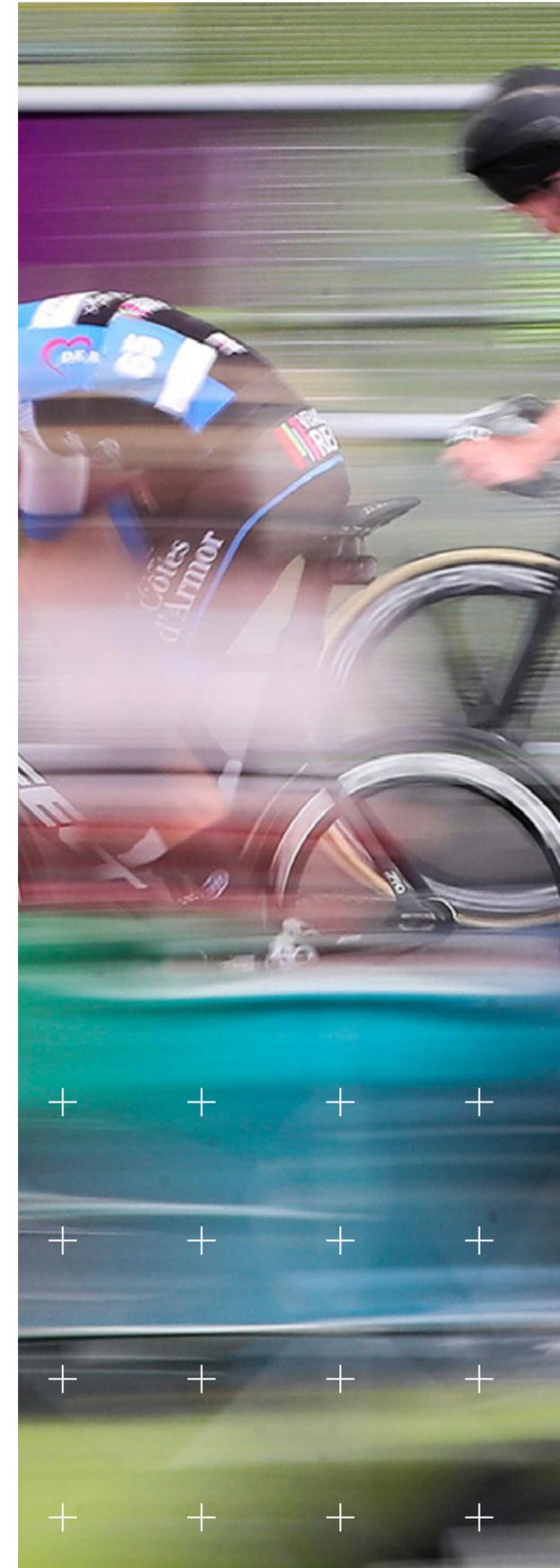
Presentation from Ronan McLaughlin outlining a vision for road cycling. Ronan explained that his presentation was prompted by a decline in the level of participation in 2019. The Road Commission is looking at the issue and his presentation was to highlight some of the issues and outline the some difficulties and challenges. He began by addressing the issue of technology and the need to move to a system of timing chips for all riders. This will necessitate an update of the membership system but will allow for better tracking of rider activity and will automatically generate rider ranking tables. He moved to speak about events and events categories. He mentioned standardisation of events, improving the prestige of our events and having events that provide development opportunities for aspiring riders. He returned to the matter of rider rankings. An effective rider ranking systems requires that timing chips are used at all events. Ranking tables can then be constructed in any form required. The purposes of a ranking scheme it is the tracking of riders especially A2, A3 and A4 and the aim is for riders to move up the ranking system. He briefly mentioned a ranking scheme for clubs that would reflect all the activities of the club and not just the results of the leading riders. He went on to talk about teams and suggested that a definition of a specific team structure should be developed as an opportunity for home based riders. Such a team structure should form part of a development pathway for riders. He mentioned the emerging disciplines of gravel racing, ultra endurance events and the popularity of point to point records. The purposes of the proposals above would be to grow membership across all the road racing disciplines.

Following a brief discussion on the presentation Eugene Moriarty pointed out that the High Performance Review is complete and published. He pointed out that the key issue in most of

13. Any Other Business

None

The meeting concluded at 15.35



Minutes of Extraordinary General Meeting

23rd November 2019 • The meeting opened at 15:35

Attendance

Sign on for the meeting commenced at 3:30pm with a number of clubs (though not a quorum) signed on to attend the meeting. 8 board members attended also: Ciaran McKenna (CMcK) President, Micheal Concannon (MC) Secretary, Directors, Gillian McDerby (GMcD), Brendan Tallon (BT), Noel Mulroy (NM), Eugene Moriarty (EM), Ronan McLaughlin (RMcL), and Anthony Mitchell (AM). Dave Smyth and Michael Mannix (MM), Treasurer sent their apologies.

As a quorum was not present and the likelihood of a quorum being reached was unrealistic the President invoked the terms of Article 33 a) and suspended the meeting for 45 minutes. The meeting resumed at 16:20. Following a count of the eligible voters (40) present the weighted majority (75%) was determined as 30 and a 90% majority as 36.

Agenda

1. The list of typographical errors outlined in the agenda as sequence numbers 1, 2, 3, 4, 5, 7, 8, 11, 13, 14, 15, 22, and 24 were proposed by J Watson and seconded by Dylan Linus. The proposal was carried unanimously.
2. The update outlined in the agenda as sequence number 26 was proposed by F Campbell and seconded by D Webb. Following input from D Toomey the motion was amended to read: Each such dispute or difference shall be referred to the Sport Dispute Solutions Ireland (SDSI) resolution body for final and binding arbitration by a single arbitrator in accordance with their Arbitration Rules and in accordance with the Arbitration Act 2010 as amended. The amended wording secured unanimous agreement from the delegates. The amended wording was then put to the delegates who accepted the motion.
3. The definition outlined in the agenda as sequence number 6 was proposed by D Webb and seconded by RMcL. The motion was carried.
4. Amendment to Article 41. The motion was proposed by N Taggart and seconded by F Campbell. The motion was carried
5. Amendment to Article 44. The motion was proposed by CMcK and seconded by D Webb The motion was carried
6. Amendment to Article 39. The motion was proposed by CMcK and seconded by D Webb The motion was not approved
7. Amendment to Article 42. The motion was proposed by CMcK and seconded by A Wallace The motion was not approved
8. Amendment to Article 37b. The motion was proposed by CMcK and seconded by D Webb The motion was not approved
9. Amendment to Article 37c. The motion was

withdrawn with the consent of the delegates

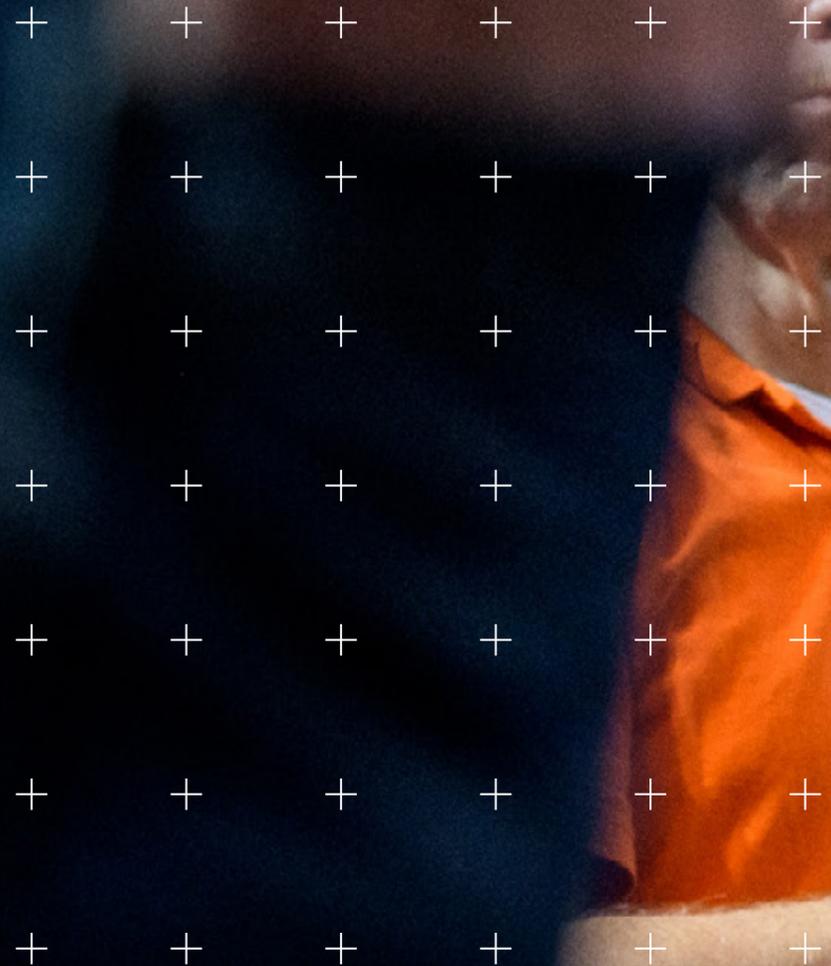
10. Amendment to Article 37d. The motion was proposed by CMcK and seconded by J Watson The motion was not approved
11. Amendment to Article 11. The motion was proposed by CMcK and seconded by D Webb. Following input from J Watson, the motion was amended to read: Honorary Members shall have the right to attend and at the discretion of the chair to speak at, general meetings of the Company but shall not form part of the quorum or have the right to vote except when they are nominated as delegates from an affiliated club or as a delegate from a sub-committee of Cycling Ireland. The delegates agreed unanimously to allow the revised wording to be put to the delegates. The amended motion was then presented to the delegates. The motion was carried
12. Amendment to Article 8. The motion was proposed by CMcK and seconded by D Webb The motion was carried
13. Amendment to Article 27b. The motion was proposed by CMcK and seconded by J Maguire The motion was not approved
14. Amendment to Article 11. The motion was proposed by CMcK and seconded by D Webb. Following input from delegates, the motion was amended to correct a typographical error to read: The Board shall determine the financial awards made to all subcommittees. This does not apply to provincial fees and/or levies that are set by the members of each province. The delegates agreed unanimously to allow the revised wording to be put to the delegates. Considerable debate followed and the motion was withdrawn with the consent of the delegates.

EXTRAORDINARY GENERAL MEETING

**To appoint OSK as Auditors
for 2021 who will prepare the
2020 Statutory Accounts**



AUDITED ACCOUNTS



Registered number: 134567**IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND****IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND
ACCOUNTS 2019****IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND
REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****COMPANY INFORMATION**

| | |
|-----------------------------|---|
| Directors | Micheal Concannon Noel Mulroy Anthony Mitchell (resigned 23 November 2019) Ciaran McKenna Carl Fullerton (appointed 23 November 2019) Michael Mannix Eugene Terence Moriarty Gillian McDarby Brendan Tallon Dave Smyth (resigned 7 April 2020) Ronan McLaughlin Yvonne Nolan (appointed 5 August 2020) |
| Company secretary | Micheal Concannon |
| Registered number | 134567 |
| Registered office | The Clock House National Sports Campus Snugborough Road Dublin 15 |
| Independent auditors | OSK Audit Limited Eastpoint Plaza Eastpoint Dublin 3 |
| Bankers | Bank of Ireland 33 Aaran Quay Smithfield Dublin 7 |
| Solicitors | Lemans Solicitors 8 - 34 Percy Place Dublin 2 |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**CONTENTS**

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|---|---------|
| Directors' report | 1 - 3 |
| Independent auditors' report | 4 - 6 |
| Income and expenditure account | 7 |
| Statement of financial position | 8 |
| Statement of cash flows | 9 |
| Notes to the financial statements | 10 - 20 |
| The following pages do not form part of the statutory financial statements: | |
| Detailed income and expenditure account and summaries | 21 - 27 |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019**

The directors present their annual report and the audited financial statements for the year ended 31 December 2019.

Directors' responsibilities statement

The directors are responsible for preparing the Directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of the affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' applying Section 1A of the standard, which is issued by the Financial Reporting Council.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Principal activities

The principal activity of the company is the organisation, development and promotion of cycling in Ireland.

Results

The surplus for the year, after taxation, amounted to €424,017 (2018 - €39,331).

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**DIRECTORS' REPORT (CONTINUED)**
FOR THE YEAR ENDED 31 DECEMBER 2019**Directors and secretary's interests**

The present membership of the board is as listed below. No director has any beneficial interest in the company.

The directors who served during the year were:

Micheal Concannon
Noel Mulroy
Anthony Mitchell (resigned 23 November 2019)
Ciaran McKenna
Carl Fullerton (appointed 23 November 2019)
Michael Mannix
Eugene Terence Moriarty
Gillian McDarby
Brendan Tallon
Dave Smyth (resigned 7 April 2020)
Ronan McLaughlin

Principal risks and uncertainties

In common with all companies operating in Ireland in this sector, the company faces risks and uncertainties such as reduced government funding.

With respect to the Covid-19 Pandemic and the associated risks and uncertainties for the organisation, management has produced a detailed set of projections covering the 2020 financial year and the Board are of the opinion that the company will be in a position to provide a full service to its members when normal activities are able to resume and it will continue as a Going Concern.

Environmental matters

The company will seek to minimise adverse impacts on the environment from its activities, whilst continuing to address health, safety and economic issues. The company has complied with all applicable legislation and regulations.

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at The Clock House, National Sports Campus, Snugborough Road, Dublin 15.

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

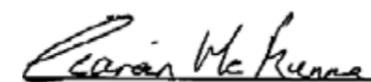
Small companies exemption

The entity has availed of the small company exemption contained in the Companies Act 2014 with regards to the requirements for exclusion of certain information in the directors report.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**DIRECTORS' REPORT (CONTINUED)**
FOR THE YEAR ENDED 31 DECEMBER 2019**Auditors**

The auditors, OSK Audit Limited, continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board on 18 September 2020 and signed on its behalf.



Ciaran McKenna
Director



Michael Mannix
Director

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS, AS A BODY, OF IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**

-

Report on the audit of the financial statements**Opinion**

We have audited the financial statements of Irish Cycling Federation CLG T/A Cycling Ireland (the 'company') for the year ended 31 December 2019, which comprise the income and expenditure account, the Statement of financial position, the Statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' applying section 1A of that standard.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its deficit for the year ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISA (Ireland) 570 requires us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS, AS A BODY, OF IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND (CONTINUED)****Other information**

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS, AS A BODY, OF IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND (CONTINUED)****Respective responsibilities and restrictions on use****Responsibilities of directors for the financial statements**

As explained more fully in the Directors' responsibilities statement on page 1, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Brian Dignam
for and on behalf of
OSK Audit Limited
Statutory Audit Firm
Eastpoint Plaza
Eastpoint
Dublin 3

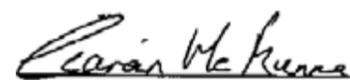
18 September 2020

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2019**

| | 2019 | 2018 |
|---|--------------------|--------------------|
| Note | € | € |
| Income | 4,624,978 | 4,214,083 |
| Administrative expenses | (4,608,156) | (4,174,752) |
| Operating surplus | 16,822 | 39,331 |
| Gain from change in fair value of investment property | 407,195 | - |
| Total operating surplus | 424,017 | 39,331 |
| Retained earnings at the beginning of the year | 475,804 | 436,473 |
| Surplus for the year | 424,017 | 39,331 |
| Retained earnings at the end of the year | 899,821 | 475,804 |

There were no recognised gains or losses for 2019 or 2018 other than those included in the income and expenditure account.

Signed on behalf of the board:



Ciaran McKenna

Director



Michael Mannix

Director

Date: 18 September 2020

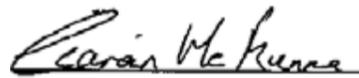
The notes on pages 10 to 20 form part of these financial statements.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2019**

| | Note | 2019 € | 2018 € |
|---|------|------------------|------------------|
| Fixed assets | | | |
| Tangible assets | 8 | 365,085 | 731,394 |
| Financial assets | 9 | 450,000 | - |
| | | 815,085 | 731,394 |
| Current assets | | | |
| Stocks | 10 | 6,963 | 3,800 |
| Debtors: amounts falling due within one year | 11 | 507,758 | 481,021 |
| Cash at bank and in hand | 12 | 981,656 | 994,102 |
| | | 1,496,377 | 1,478,923 |
| Creditors: amounts falling due within one year | 13 | (1,285,672) | (1,139,930) |
| Net current assets | | 210,705 | 338,993 |
| Total assets less current liabilities | | | |
| Creditors: amounts falling due after more than one year | 14 | (125,969) | (187,388) |
| Net assets | | 899,821 | 882,999 |
| Reserves | | | |
| Revaluation reserve | 16 | - | 407,195 |
| Revenue reserves | 16 | 899,821 | 475,804 |
| Members' funds | | 899,821 | 882,999 |

These financial statements have been prepared in accordance with the small companies regime.

The financial statements were approved and authorised for issue by the board:



Ciaran McKenna
Director



Michael Mannix
Director

Date: 18 September 2020

The notes on pages 10 to 20 form part of these financial statements.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

| | 2019 € | 2018 € |
|---|------------------|------------------|
| Cash flows from operating activities | | |
| Surplus for the financial year | 424,017 | 39,331 |
| Adjustments for: | | |
| Amortisation of intangible assets | 62,985 | 31,982 |
| Depreciation of tangible assets | 81,034 | 85,422 |
| Government grants | (124,403) | 69,204 |
| (Increase)/decrease in stocks | (3,163) | 4,120 |
| (Increase) in debtors | (26,737) | (161,985) |
| Increase in creditors | 145,742 | 405,883 |
| Net fair value (gain) on Investment Property recognised in the Income and Expenditure A/C | (407,195) | - |
| Net cash generated from operating activities | 152,280 | 473,957 |
| Cash flows from investing activities | | |
| Purchase of tangible fixed assets | (164,725) | (215,979) |
| Net cash from investing activities | (164,725) | (215,979) |
| Net (decrease)/increase in cash and cash equivalents | | |
| | (12,445) | 257,978 |
| Cash and cash equivalents at beginning of year | 994,102 | 736,124 |
| Cash and cash equivalents at the end of year | 981,657 | 994,102 |
| Cash and cash equivalents at the end of year comprise: | | |
| Cash at bank and in hand | 981,657 | 994,102 |
| Net funds as at 31st December | 981,657 | 994,102 |

The notes on pages 10 to 20 form part of these financial statements.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****1. General information**

The financial statements comprise of the income and expenditure account, the statement of financial position, cash flow statement and related notes that constitute the financial statements of Irish Cycling Federation CLG T/A Cycling Ireland for the financial year 31st December 2019.

The Irish Cycling Federation CLG T/A Cycling Ireland is a company limited by guarantee having no share capital, incorporated and registered in the Republic of Ireland (CRO number: 134567). The registered office at The Clock House, National Sports Campus, Snugborough Road, Dublin 15 which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' report.

Statement of compliance

The financial statements have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' (FRS 102), applying section 1A of that standard.

2. Accounting policies**2.1 Basis of preparation of financial statements**

The financial statements have been prepared on the going concern basis in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland issued by the Financial Reporting Council. The company qualifies as a small company for the period, as defined by section 280A of that Act, in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Act and Section 1A of FRS 102.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements:

2.2 Foreign currency translation**Functional and presentation currency**

The company's functional and presentational currency is Euro.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

2.3 Income

Income is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****2. Accounting policies (continued)****2.4 Capital grants**

Government grants in respect of capital expenditure are treated as deferred income and are credited to the Income and Expenditure account over the estimated useful life of the assets to which they relate.

2.5 Borrowing costs

All borrowing costs are recognised in the Statement of income and retained earnings in the year in which they are incurred.

2.6 Pensions**Defined contribution pension plan**

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the statement of financial position. The assets of the plan are held separately from the company in independently administered funds.

2.7 Government grants

Grants are accounted under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the income and expenditure account at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the income and expenditure account in the same period as the related expenditure.

OSK confirm that Sport Ireland grants received during the year were expended for the purpose for which they were intended.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****2. Accounting policies (continued)****2.8 Tangible fixed assets**

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

| | |
|-----------------------------|-----------------------------------|
| Motor vehicles | - 25% on a reducing balance basis |
| Fixtures and fittings | - 10% on a reducing balance basis |
| Cycling and other equipment | - 33% on a reducing balance basis |
| Computer equipment | - 33% on a reducing balance basis |

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.9 Revaluation of tangible fixed assets

Individual freehold and leasehold properties are carried at current year value at fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are undertaken with sufficient regularity to ensure the carrying amount does not differ materially from that which would be determined using fair value at the Statement of financial position date.

Fair values are determined from market based evidence normally undertaken by professionally qualified valuers.

Revaluation gains and losses are recognised in the income and expenditure account unless losses exceed the previously recognised gains or reflect a clear consumption of economic benefits, in which case the excess losses are recognised in the Statement of Income and Expenditure.

2.10 Investment property

Investment property is carried at fair value determined annually by external valuers and derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the statement of income and retained earnings.

Rental income arising on investment property is accounted for on a straight-line basis over the lease term of the ongoing leases and is recognised in rental income in the statement of income and retained earnings.

2.11 Stocks

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis. Work in progress and finished goods include labour and attributable overheads.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****2. Accounting policies (continued)****2.12 Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.13 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

2.14 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.15 Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

3. Surplus on ordinary activities

The surplus is stated after charging/(crediting):

| | 2019 | 2018 |
|---------------------------------------|--------------|--------------|
| | € | € |
| Depreciation of tangible fixed assets | 130,130 | 85,422 |
| (Surplus)/deficit on foreign exchange | (12,460) | 3,925 |
| Rental Income | (8,000) | - |
| Defined contribution pension cost | 7,357 | 7,177 |
| | <u>7,357</u> | <u>7,177</u> |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****4. Sport Ireland Deferred Grants**

| | 2019 € | 2018 € |
|--------------------------------------|----------------|----------------|
| Sport Ireland Dormant Funding | | |
| Grant received during the year | 100,000 | 110,000 |
| Unspent grant brought forward | 100,000 | 90,000 |
| Grant expenditure during the year | (93,500) | (100,000) |
| Grant deferred | 106,500 | 100,000 |

| | 2019 € | 2018 € |
|---|---------------|-----------|
| Sport Ireland Healthy Ireland Funding - Keep Ireland Cycling | | |
| Grant received during the year | 45,000 | - |
| Grant expenditure during the year | - | - |
| Grant deferred | 45,000 | - |

| | 2019 € | 2018 € |
|-----------------------------------|---------------|-----------|
| Sport Ireland Core Grant | | |
| Grant received during the year | 350,000 | 305,000 |
| Grant expenditure during the year | (310,000) | (305,000) |
| Grant deferred | 40,000 | - |

| | 2019 € | 2018 € |
|-------------------------------------|---------------|-----------|
| Sport Ireland Women in Sport | | |
| Grant received during the year | 50,000 | 10,000 |
| Grant expenditure during the year | (20,000) | (10,000) |
| Grant deferred | 30,000 | - |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

| | 2019 € | 2018 € |
|---|--------------|-----------|
| Sport Ireland Special Projects Programme | | |
| Grant received during the year | 12,000 | - |
| Grant expenditure during the year | (8,000) | - |
| Grant deferred | 4,000 | - |

5. Employees

The average monthly number of employees, including the directors, during the year was as follows:

No directors emoluments were paid during the year (2018 - nil).

| | 2019 No. | 2018 No. |
|-----------|-------------|-------------|
| Employees | 18 | 18 |

Number of employees whose benefits (excluding pension) are €60,000 or greater:

| | No. of employees | |
|---------|------------------|------|
| | 2019 | 2018 |
| €60,000 | 3 | 2 |
| €70,000 | 0 | 1 |

6. Gain on revaluation of Investment Property

In the year ended 31.12.2018 the Freehold Property at 619 North Circular Road, Dublin 1 was revalued and the increase in value was credited to a revaluation reserve in the Statement of Financial Position as required under Section 17 of FRS102. In October 2019, this freehold Property was leased out by the company under a five year lease agreement, therefore the property now has to be accounted for as an Investment Property and under Section 16 of FRS102 all gains on revaluations of investment property must be taken to the Income and Expenditure Account. Therefore the Revaluation Reserve of €407,195 at 1/1/2019 has been credited to the Income and Expenditure account in the current year.

7. Taxation

The Irish Cycling Federation CLG is exempt from Corporation Tax in Ireland. The company is fully tax compliant.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****8. Tangible fixed assets**

| | Freehold property € | Motor vehicles € | Fixtures & fittings € | Computer equipment € | Cycling & other equipment € | Total € |
|--|---------------------------|------------------------|-----------------------------|----------------------------|--------------------------------------|------------|
| Cost or valuation | | | | | | |
| At 1 January 2019 | 450,000 | 94,771 | 137,526 | 294,985 | 974,572 | |
| Additions | - | 4,121 | 16,895 | 81,750 | 61,959 | |
| Transfers between classes | (450,000) | - | - | - | - | |
| At 31 December 2019 | - | 98,892 | 154,421 | 376,735 | 1,036,531 | |
| Depreciation | | | | | | |
| At 1 January 2019 | 39,774 | 65,682 | 92,186 | 242,206 | 780,612 | |
| Charge for the year on owned assets | 9,322 | 8,303 | 6,224 | 27,625 | 78,656 | |
| Transfers between classes | (49,096) | - | - | - | - | |
| At 31 December 2019 | - | 73,985 | 98,410 | 269,831 | 859,268 | |
| Net book value | | | | | | |
| At 31 December 2019 | - | 24,907 | 56,011 | 106,904 | 177,263 | |
| At 31 December 2018 | 410,226 | 29,089 | 45,340 | 52,779 | 193,960 | |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****8. Tangible fixed assets (continued)**

| | Total € |
|-------------------------------------|------------|
| Cost or valuation | |
| At 1 January 2019 | 1,951,854 |
| Additions | 164,725 |
| Transfers between classes | (450,000) |
| At 31 December 2019 | 1,666,579 |
| Depreciation | |
| At 1 January 2019 | 1,220,460 |
| Charge for the year on owned assets | 130,130 |
| Transfers between classes | (49,096) |
| At 31 December 2019 | 1,301,494 |
| Net book value | |
| At 31 December 2019 | 365,085 |
| At 31 December 2018 | 731,394 |

The Freehold Property located at 619 North Circular Road, Dublin 1 was revalued by REA Grimes, 34 Pembroke Street, Dublin 2, as set out in their report dated 1st March 2019. The valuation was commissioned by the Irish Cycling Federation. The basis of the valuation used was the current open market value of the property. This was transferred to investment property during the year 31st December 2019 as this property was rented out from October 2019 on a 5 year lease agreement.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****9. Investment property**

| | Investment property € |
|----------------------------|-----------------------------|
| Valuation | |
| Transfers between classes | 450,000 |
| At 31 December 2019 | 450,000 |

The Freehold Property located at 619 North Circular Road, Dublin 1 was revalued by REA Grimes, 34 Pembroke Street, Dublin 2, as set out in their report dated 1st March 2019. The valuation was commissioned by the Irish Cycling Federation. The basis of the valuation used was the current open market value of the property. The freehold property was transferred to investment property during the year ended 31st December 2019 as this property was rented out from October 2019 under a 5 year lease agreement.

10. Stocks

| | 2019 € | 2018 € |
|-------------------------------------|--------------|-----------|
| Finished goods and goods for resale | 6,963 | 3,800 |
| | 6,963 | 3,800 |

11. Debtors

| | 2019 € | 2018 € |
|----------------------------|----------------|-----------|
| Provincial executive funds | 247,339 | 221,742 |
| Other debtors | 239,879 | 164,843 |
| Prepayments | 20,540 | 94,436 |
| | 507,758 | 481,021 |

Provincial Executive Funds represent the cash balances held by the four Provinces at the 31st December 2019 now included in the consolidates accounts with corresponding credit balances in Creditors amounts falling due with one year

12. Cash and cash equivalents

| | 2019 € | 2018 € |
|--------------------------|----------------|-----------|
| Cash at bank and in hand | 981,657 | 994,102 |
| | 981,657 | 994,102 |

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****13. Creditors: Amounts falling due within one year**

| | 2019 € | 2018 € |
|----------------------------|------------------|-----------|
| Provincial executive funds | 247,339 | 221,742 |
| Deferred Grant income | 225,500 | 110,000 |
| Deferred income | 387,980 | 245,133 |
| PAYE/PRSI | 23,466 | 56,327 |
| Other creditors | 211,503 | 210,874 |
| Accruals | 189,884 | 295,854 |
| | 1,285,672 | 1,139,930 |

14. Creditors: Amounts falling due after more than one year

| | 2019 € | 2018 € |
|----------------------------|----------------|-----------|
| Government grants received | 125,969 | 187,388 |
| | 125,969 | 187,388 |

15. Capital grant deferral**Amortisation**

| | | |
|--|----------------|---------|
| At 1 January | 739,265 | 707,283 |
| Credit to income and expenditure account | 62,985 | 31,982 |
| At 31 December | 802,250 | 739,265 |

| | | |
|----------------------------|----------------|---------|
| Net balance at 31 December | 125,969 | 187,388 |
|----------------------------|----------------|---------|

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019****16. Reserves****Revaluation reserve**

The Freehold Property at 619 North Circular Road, Dublin 1 has been transferred to an Investment Property during the year as the company has leased out the property under a five year lease agreement. Therefore under FRS102, the opening revaluation reserve of €407,195 which related to the Freehold Property at 619 North Circular Road, Dublin 1 has been transferred to the income and expenditure account in the current year.

Revenue reserve

The Revenue reserve represents cumulative gains and losses recognised in the income and expenditure account, net of transfers to / from other reserves.

17. Company status

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.

18. Pension commitments

The company operates a defined pension contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund amounted to €7,357 (2018 - €7,177).

19. Post balance sheet events

Since the balance sheet date, there has been an outbreak of Covid-19 which is a worldwide pandemic. The directors believe that the company is well positioned to manage the risks associated with this and believe this event doesn't require any adjustments to the accounts for the year ended 31st December 2019.

20. Approval of financial statements

The board of directors approved these financial statements for issue on 18 September 2020

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND**DETAILED ACCOUNTS****FOR THE YEAR ENDED 31 DECEMBER 2019****FINANCIAL
OVERVIEW**

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

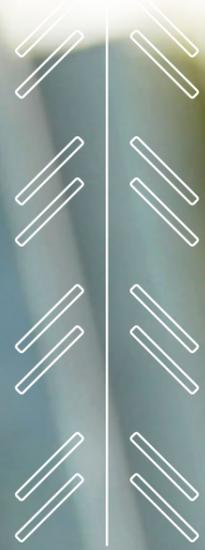
| | 2019 | 2018 |
|--|------------------|------------------|
| | € | € |
| INCOME | | |
| Licence Income | 1,439,038 | 1,500,758 |
| Affiliation income | 81,114 | 75,649 |
| Cycling Ulster Levy | 69,042 | 76,560 |
| CU Repayment Accrual | (69,042) | (76,560) |
| CI Leisure Levy | 39,230 | 43,445 |
| CI Leisure Accrual | (39,230) | (43,445) |
| Leinster Leisure Officer Contribution | 23,500 | 22,000 |
| Indemnity letters | 12,527 | 8,557 |
| Photofinish hire | 135 | 165 |
| Event licence fee (ODL) income | 92,524 | 70,808 |
| Year book Advertising + Sales | 6,885 | 8,107 |
| Wrist Bands Revenue | 4,121 | 7,316 |
| Wrist Bands Costs | (3,708) | (6,585) |
| Corkagh Park Fees | 556 | 105 |
| UCI Fines | 354 | |
| Miscellaneous | 196 | 944 |
| | 1,657,241 | 1,687,825 |
| Affiliation Fees | | |
| DTTS Sport Ireland - Core Grant,* | 300,000 | 305,000 |
| DTTS Sport Ireland - Women in Sport Grant* | 30,000 | 10,000 |
| DTTS Sport Ireland - High Performance Grant* | 493,000 | 430,000 |
| DTTS Sport Ireland - HP Carding Grants* | 268,000 | 260,000 |
| DTTS Sport Ireland - Great Dublin Bike Ride* | 155,000 | 175,000 |
| DTTS Sport Ireland - Stratgy Grant | 12,000 | 0 |
| DTTS Sport Ireland - Dormant Account* | 93,500 | 100,000 |
| DTTS Sport Ireland - Get Ireland Cycling | 36,000 | |
| DTTS Cycle Right Resource | 74,639 | 69,100 |
| DTTS Cycle Right Program | 833,693 | 719,480 |
| DTTS Bike Week | 16,167 | 19,817 |
| DTTS Sport Ireland - Total | 2,311,999 | 2,088,396 |
| Other Grants | 125,000 | 104,000 |
| | 374,721 | 275,556 |
| Sport NI Grants | 148,017 | 58,306 |
| Coaching Income | 8,000 | |
| Rent Income Kelly Roache House | | |
| Total Income | 4,624,978 | 4,214,083 |

* The Department of Transport Tourism and Sport is the sponsoring Department for all Sport Ireland grant income except Get Ireland Cycling grant which is funded by the Department of Health.

IRISH CYCLING FEDERATION CLG T/A CYCLING IRELAND

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

| | 2019 | 2018 |
|--|------------------|------------------|
| | € | € |
| The Department of Transport Tourism and Sport (DTTS) is the sponsoring Department for Cycle Right and Bike Week funding. | | |
| EXPENDITURE | | |
| Administration | 334,785 | 392,602 |
| Insurance | 588,090 | 519,848 |
| Professional Fees | 121,710 | 107,899 |
| Premises | 47,290 | 31,872 |
| PR & Marketing | 134,384 | 84,700 |
| Sporting & Events | 344,172 | 365,504 |
| Vehicles | 42,071 | 30,037 |
| Membership Admin | 217,254 | 223,990 |
| Coaching Education | 423,536 | 344,186 |
| Cycle Right | 825,123 | 731,629 |
| Commissions | 186,010 | 180,805 |
| Financial | 20,083 | 22,865 |
| High Performance | 1,305,600 | 1,085,374 |
| Net Depreciation/Disposal | 18,049 | 53,444 |
| Total Expenditure | 4,608,156 | 4,174,753 |
| Net Surplus/(Deficit) | 16,822 | 39,331 |



CEO REPORT

CEO Report

Introduction

2020 is undoubtedly a year without precedent. Whilst Covid-19 brought with it great tragedy and frustration, and curtailed many of our ordinary cycling activities, it has also challenged us to innovate and respond to opportunities for the betterment of cycling. Though it's been a highly unusual year, we've still managed to deliver on a number of developments and achieve a great deal for the benefit of cycling across the island. These achievements are summarised below – and discussed in greater detail in the staff/departmental and commission reports that follow.

Strategic Plan 2020-2024

2020 saw the launch of our new Strategic Plan 2020-2024 which is provided in this AGM manual/pack. Thank you to all the key volunteers and stakeholders who were involved in the consultation to develop this important guiding document – we look forward to working with you to bring the aims and objectives it contains to fruition.

The vision: “An island enriched by cycling” is a strong aspiration that nicely covers our strategic pillars: Participate (more people cycling and receiving the benefits of doing so); Perform (more Irish cyclists delivering performances that inspire future champions and Irish society); and Enable (CI provides the conditions for the achievement of participation and performance aims, across all facets including inclusivity, governance, finance, promotion and safeguarding). The plan is a roadmap for the future development of Cycling Ireland, and cycling in Ireland. It will be an integral guiding document for future decisions, especially those relating to resource allocation.

Communications, Marketing & Sponsorship

2020 has seen a number of positive developments in the communications and marketing space. We're delighted to have welcomed sponsors Renault Belgard, Gym+Coffee, Kinetic Sports and Wahoo to the Federation. We thank them, along with existing sponsors who have remained with us through 2020: AXA, Spin 11, CycleSuperstore, Sports Travel International, See Sense, Training Peaks and Scribe; for their valued support and look forward to working with them all for our continued mutual benefit.

You will have noted that 2020 also saw a number of our major events and championships receive increased coverage and viewership. We were delighted to be able to live stream the National Cyclocross Championships and National Track Championships, each to an audience of tens of thousands, and for our National Road Championships to have featured on RTE2 in a televised highlights package.

The sport has also regularly featured in news coverage throughout 2020 with World and European medal results; the promotion of our online Zwift League and events; as well as the superlative efforts of Sam Bennett taking the green jersey in the Tour de France – a welcome great news story in what was otherwise a media landscape dominated by news of the global pandemic.

Covid-19

A great number of events including the Great Dublin Bike Ride,

the Rás and Rás na mBán, many BMX, Track and Off-Road championships, and club activities did not occur in 2020 due to the pandemic which is terribly disappointing. However, we were fortunate to be able to stage a select number of events and to generally keep people on their bikes through the lockdown. A great deal of time and effort went into development and communication of several sets of guidance documents and messages, as well as safety measures and mechanisms implemented in the club, event and competition settings. Thanks to all the volunteers, Covid-19 liaison officers, club and event personnel and CI staff who worked tirelessly to keep guidelines and protocols up to date and implemented for the safety, welfare and benefit of all cyclists involved.

In the face of the pandemic, the 2020 Cycling Ireland Zwift League, Womens' League and a series of other online initiatives such as the Bike Like Me campaign were a resounding success. To have thousands take part in these events, and for them to be front page news in the mainstream media is a significant achievement. With or without Covid-19 restrictions, the precedent has certainly been set for online events and we will continue to offer these to members of the cycling community in future.

The pandemic has also encouraged more people onto their bikes, with Sport Ireland research suggesting that an additional 250,000 cyclists have taken to the saddle since the lockdown began. The challenge for us now is to capture these riders and signpost them to our programs, membership, clubs and events.

Online Membership and Entry System

A significant body of work has been undertaken to overhaul the Cycling Ireland membership and events platform in 2020. Partnering with event registration system experts Eventmaster, the new platform was launched in early July and its additional functionality in terms of providing Covid-19 compliant tracing and easy event registration functionality in the Covid-19 environment was immediately apparent.

In addition to great functionality for registrations, reporting, event sign-on processing, and seamless integration with the membership functions of the organisation, Cycling Ireland has been able to obtain market best rates for event promoters to use the system so we look forward to integrating all events onto the system in 2021.

In 2020 Cycling Ireland has also completed the move to the Sage 200 financial accounting system. The benefits of greater financial reporting and analysis, along with efficiencies for provincial and commission treasurers and operations are already being realised.

High Performance

Despite international event staging and attendance by Irish riders having been greatly diminished in 2020 – the riders that have been able to compete have done so with professionalism and pride. The details of performances and results are provided in the following HP report.

AXA Community Bike Rides

Launched in 2019, the AXA Community Bike Rides is a mass

participation program aimed at getting more people (back) on bikes across the island of Ireland. July 2020 saw the launch of an above the line TV marketing campaign to promote the program – hopefully you saw the ad during the extensive campaign. The program continues to grow in numbers and locations – with rides and ride leaders now active in 24 of 32 counties. More detail is provided in the following Education and Programmes Update.

Membership

As will be discussed during the AGM, the total membership of Cycling Ireland for 2020 is expected to land at approximately 22,000. This represents a decrease from approximately 25,000 in 2019, but is to some extent expected given the sharp decline in events and club activities offered in 2020. A number of additional member benefits and initiatives are planned for 2021 to address the new living with Covid-19 in a cycling context.

Concluding Remarks

Thankfully, there are a number of remarkable people who each contribute to making the cycling community in Ireland what

it is today and have contributed to ensure the health of Cycling Ireland in this year of exceptional difference.

The support of our key funding partners and stakeholders Sport Ireland, Sport Northern Ireland, Paralympics Ireland, the Olympic Federation of Ireland, the Dept of Transport, RSA and others has been of great value and is greatly appreciated.

During the challenges encountered in these Covid times, I have been continually impressed by the commitment and passion of the members, clubs, commission and event volunteers, and board and staff of Cycling Ireland, who have each gone above and beyond the call of duty in the face of adversity. My sincere thanks for all your efforts and hard work in 2020

I look forward to working with you all for the future success of cycling in Ireland.



Matt McKerrow,
Chief Executive
Cycling Ireland



STRATEGIC PLAN 2020-2024

An Island Enriched By Cycling

Strategic pillars & purposes:

Participate: We provide opportunities for Irish cyclists of all ages & stages to fulfil their aspirations & potential;

Perform: Our cyclists deliver international success to inspire the people of Ireland; and

Enable: We create the environment for investment of resources in the development of cycling.

PARTICIPATE

Strategic Pillar One

Deliver the best cycling participation experiences and environment to grow and sustain the number of people cycling in Ireland



Strategic Objective 1.1: Access & Transition

Create the conditions and environment for cyclists of all ages and stages of involvement in cycling to participate in and transition effectively between Cycling Ireland programs, events, clubs and membership

| 1.1 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|--|------------------|
| 1.1.1 | Develop cycling participation opportunities through enhanced programming of access activities from schools to community rides | Delivery of a suite of participation programmes across cycling disciplines to sustain participation growth and numbers of community bike rides | Education & Development Unit (EDU) | Ongoing |
| 1.1.2 | Support the development of participation opportunities to enable people of all ages and abilities to access cycling | Development and creation of a Cycling Ireland Participation Framework linking and signposting all participation opportunities and amenities, access and transition points into cycling | EDU | 2020 |
| | | | EDU | 2022 |
| 1.1.3 | Develop new opportunities for cyclists with disabilities to have more engagement opportunities with cycling | Partner with Cara and Access NI to develop programmes that facilitate access to cycling and sustained participation | EDU | Ongoing |
| | | | Development Officers (DO) Provinces | |
| 1.1.4 | Develop island-wide provincial and regional opportunities for people to participate in cycling in a safe environment | Completion of a cycling facilities / amenities audit that will identify provincial/regional centres as focal points for the development of all cycling disciplines | CEO | 2022 |
| | | | Development Officers Provinces | |
| 1.1.5 | Continuously enhance the value delivered through Cycling Ireland membership that is integrated and relevant | Growth of membership numbers through attraction of new members and retention of existing members | Membership Team (MT) | Ongoing |
| | | | Marketing & Communications Manager (MCM) | October Annually |
| | | Implementation of Annual Member Insights Survey | | |

Strategic Objective 1.2: Clubs

Develop the capacity and capability of the club network to support our participation and sport development goals.

| 1.2 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|--|-------------------------|-----------|
| 1.2.1 | Enhance the club environment to foster participation in the sport of cycling through promotion of clubs based on range of activities delivered through clubs | Implement a Club directory system based on which activities clubs provide across different ages and stages, and disciplines of cycling | DOs Provinces | 2021 |
| 1.2.2 | Create a club development framework to guide future development and capacity building activity for clubs to increase participation and the development of the sport of cycling | Development of a club development framework guided by the principles of participation and sport development | EDU DOs Provinces | 2022 |
| 1.2.3 | Development of a club accreditation and quality mark to ensure consistency in operational approach among all cycling clubs | Formulation and Implementation of Club Quality Mark system across all provinces | DOs Provinces | 2023 |

Strategic Objective 1.3: Children & Youth

Development of the pathways and enhanced structures that will increase youth participation in competitive and non-competitive cycling

| 1.3 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|---|--|---------------------------------|
| 1.3.1 | Attract more young people into cycling through enhanced local club structures to cater for children and youth | Increased number of clubs catering for young people interested in becoming involved in cycling | DOs Provinces EDU Safeguarding Officer (SO) | 2021 ongoing |
| 1.3.2 | Enhance the conversion rates from existing programmes into youth cycling and the pathway for lifelong participation in cycling | Increased transition rates from cycling programmes to clubs with the capacity to cater for young people interested in leisure and competitive cycling | Development Officer/s Provinces EDU SO | 2021 |
| 1.3.3 | Creation of a fit for purpose participation & development structure for Youth Cycling with a focus on fun | Complete review of current structures to inform required changes to improve the effectiveness of youth participation and development | DOs Provinces EDU SO Youth Commission (YC) | 2023 |
| 1.3.4 | Grow our annual junior and youth membership levels across all cycling disciplines | Annual growth in junior and youth membership | MT DOs Provinces EDU SO YC | 2021 ongoing |
| 1.3.5 | Creating the right environment for young cyclists | Continuous review and enhancement of our safeguarding standards and implementation of child welfare policy and procedures Compliance with Safeguarding NGB Audit | SO | Ongoing Ongoing Annually |

Strategic Objective 1.4: Women

Create the cycling opportunities to increase female participation in cycling

| 1.4 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|--|-----------|
| 1.4.1 | Develop the systems and supports to attract greater numbers of women into cycling | Completion of a review of the current cycling environment from club structures, membership, events to competition | WIS Officer (WISO) EDU Womens Commission (WC) | 2020 |
| 1.4.2 | Grow women's life long participation in cycling through targeted Women in Sport programmes for youth and adult cyclists | Delivery of a Women in Sport programme around cycling participation and competitive sport opportunities | WISO EDU WC | 2020 |
| 1.4.3 | Grow the profile of women's cycling | Develop and implement an annual women's cycling media plan to increase the profile of women's participation in cycling | WISO EDU WC MCM | 2020 |
| 1.4.4 | Enhance the governance of cycling in Ireland with a visible increase in the involvement of women in governance and management roles | Work with the Women's Commission to achieve mutual targets and ensure appropriate female representation on the Board/commissions of our national governing body | Board WISO EDU WC | 2021 |
| 1.4.5 | Grow the levels of access to coaching for women cyclists across all cycling disciplines | Annual increase in the number of cycling coaches and leaders with a dedicated female focus | WISO EDU | 2021 |

Strategic Objective 1.5: Coaching

Enhance the capability of qualified and active coaches across the island to support the development of cycling

| 1.5 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|--------------------|-----------|
| 1.5.1 | Enhance the role of coaching through all our structures to reflect its importance and role in growing participation and performance | Increase the number of active coaches in our clubs and commissions network | EDU Commissions | 2021 |
| 1.5.2 | Refine the coaching model to be relevant to all cyclists and disciplines and aligned with sport best practice | Develop a coaching framework to map all coaching requirements. Enhance the content of all coaching courses to reflect the needs of all audiences Devise and implement a coaching and delivery plan | EDU | 2022 |
| 1.5.3 | Access to coach education | Increased level of qualified coaches and coaches accessing coach education across cycling disciplines | EDU | Ongoing |
| 1.5.4 | Increase the level of support to our coaches, recognising their role in the development of cyclist | Enhanced access to coach support and resources and development of monthly recognition system for coaching excellence | EDU | 2024 |

Strategic Objective 1.6: Safety

Contributing to the enhancement of Ireland as a safe and encouraging environment for cycling

| 1.6 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|---|----------------------------|-----------|
| 1.6.1 | Appoint a Safety Working Group as sub-committee of Cycling Ireland to increase focus on safety | Deliver a safety code of practice approach to guide our approach to cycling safety that includes compliance for all Cycling Ireland sanctioned events across all disciplines | Events Officer (EO) | 2020 |
| | | | DOs MCM EO | 2022 |
| | | Advance Moto Marshals/Escort Group Developments and develop a position and practice for event road closures | Safety Working Group (SWG) | |
| 1.6.2 | Continuously monitor and enhance our safety standards | Enhance event safety planning through standardised safety plans, development quality assurance around event plans and development of a safety rating system | EO | 2021 |
| 1.6.3 | Expansion of Safety Education and Training delivery | Delivery of new Safety Education and Training Programmes in areas such as marshal training, event safety awareness supported by new forums for discussing safety e.g. cycle safety seminars | EO EDU | 2022 |
| 1.6.4 | Enhancement of the Event Safety Officer Programme | Expansion of the Event Safety Officer Programme to account for ongoing focus around safety | EO | 2024 |
| 1.6.5 | Work to continuously provide a fit for purpose insurance offering for our members across all disciplines | Deliver our safety ambition to provide insurer confidence in cycling and strive towards non-increasing insurance premiums through a collective approach to safety | CEO | Ongoing |
| | | | EO | |

Strategic Objective 1.7: Events

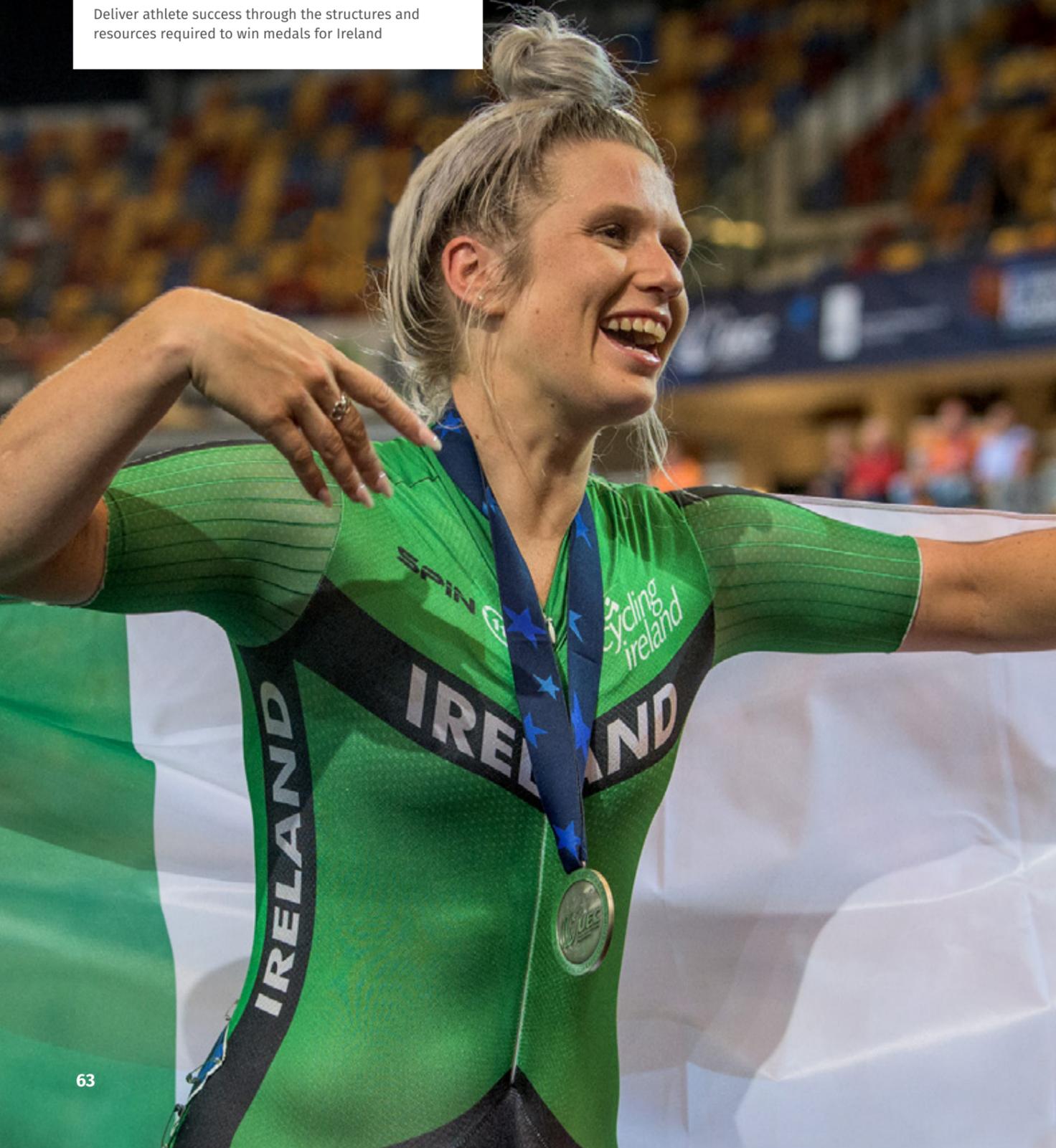
Enhance the quality and choice of events across all cycling disciplines to support annual participation growth

| 1.7 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|-----------------|---|
| 1.7.1 | Development of an accessible event programme that accommodates all cyclists regardless of age, ability | Annual calendar of competitive and non-competitive events to cater for participation across a variety of disciplines and categories | EO | Ongoing |
| | | | CEO | |
| | | | MCM | |
| 1.7.2 | Support the delivery of events across all cycling disciplines | Maximising our cycling disciplines to deliver a broad range of events from National Championships, National Series, Leisure Series, BMX, MTB and Youth (age appropriate, competitive and non-competitive) | EO | Ongoing |
| | | | MCM | |
| 1.7.3 | Development of an island-wide framework to monitor current event provision | Delivery of national events framework that acts as a platform for event quality development across all disciplines | EO | 2021 |
| 1.7.4 | Develop an international event hosting strategy | Develop the processes and practices for CI to host, fund and/or facilitate the running of international events in Ireland to develop Ireland as an international cycling venue and raise the profile of Ireland as an island of cyclists | EO CEO/Board | 2021 |
| 1.7.5 | Ensure events delivered are of a high-quality standard and recognised through a rating and endorsement system | Delivery of an event quality model to include enhanced event quality endorsement, event development process and creation of a coherent event branding approach to distinguish the quality of events and visibility of the CI Brand | EO | 2022 |
| | | | MCM | |
| | | Explore the creation of an event system based on coveted contestable events to host premium events across all disciplines | | |
| 1.7.6 | Enhanced event registration systems | Progress all events to adopt the Cycling Ireland online registration | EO | Competitive Events all online 2020 with all CI sanctioned events online by 2021/2 |
| | | | DOs | |
| | | | MT | |

PERFORM

Strategic Pillar Two

Deliver athlete success through the structures and resources required to win medals for Ireland



Strategic Objective 2.1: Athlete Centred Performance Focus

Develop our High Performance environment producing world class cyclists and paracyclists supported by our network of partners

| 2.1 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|-----------------------------|-----------|
| 2.1.1 | Development of a transparent High Performance system that will produce world class male and female riders via an environment focused on long term success goals supported by a High Performance network with all key funding and sport science service partners | Implementation of a reviewed High Performance plan for 2021-2024 for adoption by all internal and external stakeholders | High Performance Unit (HPU) | 2021-2 |
| | | Delivery of a Cycling Ireland High Performance sub committee (HPC) for Cycling and Paracycling | Board | 2020 |
| | | Implementation of a stakeholder network communications programme with key funding and service stakeholders central to High Performance development increasing information and knowledge sharing | CEO/Board MCM | 2020 |

Strategic Objective 2.2: Targeted Talent & Athlete Development

Creation of a youth talent identification process supported by a pathway for female and male riders

| 2.2 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|---|--|-----------|
| 2.2.1 | Creation of a visible Cycling and Paracycling High Performance pathway for all athletes communicated to all national coaches | Structured Pathway communications plan developed and communicated to all national coaches through Talent and HP resources | HPU Commissions | 2020 |
| | | Development of a youth talent plan focused on talent development in conjunction with Head Coach, Talent Coach and High Performance Committee | | |
| | | Creation of structured links between domestic talent base, national and domestic club coaches and the Cycling Ireland High Performance system | | |
| 2.2.2 | Development of a High Performance pathway for Offroad and BMX to consistently develop World and Olympic podium standard athletes | Implementation of Structured pathway for BMX and Offroad | HPU OffRoad Commission BMX Commission | 2021 |
| | | Increased numbers of high performance Offroad and BMX athletes on world stage | HPU Off Road Commission BMX Commission | 2022 |

Strategic Objective 2.3: World Class Coaching & Support

Develop World Class Coaching & Supports to enhance the coaching environment across road, track, off road and BMX disciplines to nurture the next generation of elite cyclists

| 2.3 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|----------------|-----------|
| 2.3.1 | Development of fit for purpose coaching structures and systems | Review of coach requirements and support/recognition systems | HPU EDU | Ongoing |
| | | Development and implementation of "Coach to Perform" level coaching courses across cycling disciplines | HPU EDU | 2024 |
| 2.3.2 | Development of fit for purpose HP cycling support team structures | Review of mechanic, soigneur, DS and team manager requirements and support/recognition systems | HPU HPC | 2021 |
| | | Development and implementation of a clear and transparent approach to allocation of support staff to enhance performance | HPU HPC | 2022 |

Strategic Objective 2.4: Performance Planning & Management

Enhance the operational structures for all Cycling and Paracycling High Performance activity

| 2.4 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|--|----------------|-----------|
| 2.4.1 | Development of a long term High Performance plan to create a pathway to international success in major competitions for our all athletes | Review and deliver enhanced High Performance structures and resources for cycling and paracycling aligned with a long term vision for cycling | HPU | 2021 |
| | | Complete Tokyo 2020/1 Review to achieve the above | CEO/Board | 2021 |
| | | Develop a systematic planning approach through agreed High Performance parameters with our key partners targeting Olympic, World, European and Commonwealth events | HPU | 2021 |

Strategic Objective 2.5: World Class Daily Training Environment

Develop a new approach for our High Performance pathways based on the new opportunities provided by the new National Velodrome to create a world class training environment.

| 2.5 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|--------------------------------|-----------|
| 2.5.1 | Ensure all carded athletes are supported in a daily training environment that enhances their training and preparation, and opportunity to perform | Each carded athlete is provided with coaching and sport science support and reports satisfaction with the support they receive from Cycling Ireland | HPU | 2021 |
| 2.5.2 | Align High Performance planning and structures to maximise the national velodrome resources with international training centres | Devise a strategic plan to leverage the National Velodrome as a transformational resource for cycling incorporating facility user, programming, sport science and coach development | HPU CEO Track Commission | 2022 |
| | | Develop and implement a transition strategy that ensures a clear and transparent approach to the current training base in Majorca | HPU | 2022 |
| | | Examine the talent pathway management resources required to maximise the potential of the Velodrome to introduce new talent to cycling and paracycling | HPU CEO Track Commission | 2023 |

ENABLERS FOR SUCCESS

Strategic Pillar Three

Enhance and manage the foundations for sustained success that will support the growth of cycling across the island



Strategic Objective 3.1: Governance & Structures

Ensuring transparency in our sport supported by fit for purpose Governance model and organisational structures to deliver our strategic objectives

| 3.1 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|----------------|-----------|
| 3.1.1 | Compliance with the CVC Governance Code to ensure Cycling Ireland is regarded as a best practice national governing body | Deliver a revised Cycling Ireland constitution | Board/CEO | 2020 |
| | | Cycling Ireland is compliant with the Sport Ireland led Governance Code by 2021 | Board/CEO | 2021 |
| 3.1.2 | Cycling Ireland responds to the challenges provided by the Covid-19 pandemic in 2020 and makes positive steps to protect and safeguard the organisation through and beyond the period | Compilation of a comprehensive report that identifies and assesses the implications of the Covid-19 pandemic and related issues for Cycling Ireland | Board/CEO | 2020 |
| | | An Action Plan detailing a series of responses to Covid-19 issues (as per the above) is developed and implemented | Board/CEO | 2020/2021 |
| 3.1.3 | Maximise the effectiveness of the Board of Cycling Ireland to provide leadership for cycling in Ireland | Implementation of a structured annual workplan approach | Board | 2020 |
| | | Development of appropriate Board sub-committees to deliver the objectives of Cycling Ireland Strategy | Board | 2020 |
| | | Continuous monitoring and revision of risk management and auditing systems to ensure compliance across all activities | Board | Ongoing |
| | | Development of a succession planning model to ensure continuity in Board expertise | Board | 2021 |
| 3.1.4 | Development of a clear, transparent and well-structured Commissions model | Update the terms of reference for our Commissions to define clarity of roles and responsibilities | Board | 2021 |
| | | Deliver a best practice model for the operations of all Board sub-committees (provinces, commissions) | Board | 2022 |
| 3.1.5 | Employ a best practice policy implementation approach | Enhanced procedures and policies to deliver best practice in the areas of Anti-Doping and Safeguarding ensuring all activity is fully Sport Ireland and Sport NI compliant | Board/CEO | Ongoing |
| | | Cycling Ireland is viewed by its stakeholders as a best practice NGB | Board/CEO | 2023 |
| 3.1.6 | Undertake a governance audit of Cycling Ireland to continuously focus on best practice approaches | Completion of internal governance audit by 2023 | Board | 2023 |

Strategic Objective 3.2 People

Maximising the capacity of our team to grow participation levels and support high our high performance ambitions.

| 3.2 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|----------------|-----------|
| 3.2.1 | Develop a Volunteer Strategy to support the delivery of Cycling Ireland objectives through our volunteer base, recognising the supports required to enable volunteers contribute to cycling development | Delivery of a Cycling Ireland Volunteer Strategy and framework detailing terms of reference and role descriptors for volunteers, maximising the effectiveness of our volunteer base | CEO | 2021 |
| 3.2.2 | Implementation of a Cycling Ireland Volunteers programme | Delivery of an annual volunteers programme designed to increase the number of volunteers and enhance the capacity of our volunteers to meet the needs of our cyclists at all ages and stages | CEO | 2022 |
| | | Support the volunteers programme through a proactive approach to volunteer recruitment, retention and training and recognising the role of volunteers | CEO | 2023 |
| 3.2.3 | Develop our human resources capacity to enhance cycling in Ireland | Ensure Cycling Ireland develops the capacity to deliver on the strategic pillars of Participation and Performance | CEO / Board | 2020 |
| | | Invest in our employees through continuous programme of training and development to ensure staff reach their potential | CEO | Ongoing |
| 3.2.4 | Develop and support club officers in their important role of promoting and providing cycling to members | Deliver the conditions to attract and retain quality employees across all areas of Cycling Ireland | CEO | Ongoing |
| | | Effectively deploy development officer/s* to deliver the club development framework approach | Provinces | 2021 |

Strategic Objective 3.3: Communications

Achieve new levels of communication with our cycling community and stakeholders

| 3.3 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|------------------------|-----------|
| 3.3.1 | Develop a new brand identity and strategy for Cycling Ireland | Delivery of brand process to include brand review and organisational rebrand to reflect the ambition for Cycling Ireland | MCM | 2020 |
| 3.3.2 | Enhance our communications delivery | Development of a new Cycling Ireland communications strategy to reflect our multi-stakeholder and membership base | MCM | 2020 |
| | | The Cycling Ireland communications strategy is viewed as best practice across the NGB sector | MCM | 2023 |
| 3.3.3 | Enhance the marketing and promotion of Cycling Ireland activities to maximise the investment in our funded programmes | Development of marketing framework to activate Cycling Ireland funded programmes supported by the creation of a marketing toolkit to be adopted by all stakeholders | MCM | 2021 |
| 3.3.4 | Support our clubs in their marketing and communications activity | Develop a marketing toolkit to support clubs in their activity to attract and retain members through club activity, reflecting alignment with the Cycling Ireland brand | MCM DO Provinces | 2022 |
| 3.3.5 | Enhance our communications channels to become fit for purpose | Development of all online channels to align with a new organisation website | MCM | 2020 |

Strategic Objective 3.4: Partnerships

Work with our external stakeholders to maximise and sustain the resources, skills and ambition to develop cycling

| 3.4 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|----------------|-----------|
| 3.4.1 | Maximise the potential of our strategic partnerships | Review of all service level agreements and memos of understanding to focus all partner activity to align to mutually fulfil our strategic ambition | CEO/MCM | 2020 |
| 3.4.2 | Deliver on national sports policy goals associated with cycling | Maximise the return on public investment in cycling through continuous impact evaluation to retain funding programmes and grow the revenue base | CEO | Ongoing |
| 3.4.3 | Develop our national community partnerships | Create the structures to engage with local communities through Local Sports Partnerships and Local Authorities in activity that grows and sustains participation in cycling | CEO | 2021 |
| 3.4.4 | Examine areas for new partnership development | Develop a partnership framework that identifies potential partnerships where Cycling Ireland can support cycling related activity | CEO/MCM | 2022 |

Strategic Objective 3.5: Facilities

Adopt a partnership approach to grow cycling participation opportunities through the network of cycling amenities and dedicated cycling facilities.

| 3.5 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|---|-----------------------------|-----------|
| 3.5.1 | Maximise the potential for Cycling Ireland of the new National Velodrome | Prepare a strategic plan for the use of the National Velodrome as a key asset for performance, participation, youth and community development | HPU/CEO Track Commission | 2021 |
| 3.5.2 | Create the structures to deliver the best Velodrome experience for our cyclists | Develop an operational approach to create the capacity to manage the growth in activity in the National Velodrome | HPU/CEO Track Commission | 2022 |
| 3.5.3 | Provide support via promotion and advocacy for island-wide cycling facilities across disciplines that increase access opportunities for cycling | Completion of an island-wide cycling facilities audit supported by a framework to grow cycling participation across appropriate facilities | CEO | 2020 |
| | | Island-wide cycling facilities are captured in a searchable online directory | CEO | 2022 |

Strategic Objective 3.6 Advocacy

Contribute to the collective approach to enhance Ireland as a safe cycling environment

| 3.6 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|---|--|----------------|--------------|
| 3.6.1 | Develop a partnership approach to advocacy and promotion of cycling as a safe recreational and transport activity | Develop an advocacy partnership framework to partner with key stakeholders who share a common vision for creating a safe cycling environment | MCM | 2021 |
| | | Develop a Memo of Understanding between all advocacy partners to clarify roles and responsibilities under a partnership framework | CEO | 2021 |
| 3.6.2 | Deliver the Get Ireland Cycling strategy | Agree delivery requirements, targets and adopt the appropriate implementation approach | CEO DOs | 2020-Ongoing |
| 3.6.3 | Develop a coherent Cycling Ireland Advocacy Plan | Deliver a defined Cycling Ireland position in consultation with stakeholders that contribute to national advocacy activity, avoids duplication and gains political support | CEO | 2021 |
| 3.6.4 | Support cycling standards development | Work with the RSA to contribute to the continuous development of road safety standards to impact positively on cyclist safety | CEO/EDU | 2024 |

Strategic Objective 3.7 Education & Training

Deliver the coach education and range of training supports required across all disciplines to enhance the participation opportunities in cycling

| 3.7 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|---|--------------------------------|-----------|
| 3.7.1 | Prioritisation of enhanced Cycling Ireland coach development programmes | Development of a coach education officer role to deliver an increased level of coaching programme annually | EDU | 2021 |
| | | Increased resources to deliver the coaching model required to foster participation and performance in all cycling disciplines | EDU | 2021 |
| 3.7.2 | Enhanced training for our Officials | Review and refinement of the training approach for Commissaires | EDU College of Commissaires | 2022 |
| 3.7.3 | Providing training for safety and event quality | Deliver a marshals training programme for adoption by event organisers | EDU EM | 2021 |
| 3.7.4 | Maintaining and enhancing our safeguarding standards | Delivery of safeguarding training to support our club's requirements | SO EDU | Ongoing |
| 3.7.5 | Deliver a best in class approach to all governance structures | Create a new governance training model to support clubs and provincial committees to exceed expected governance standards | EDU CEO/Board | 2022 |
| 3.7.6 | Ensure members have access to rider education to improve their knowledge of cycling skills | Examine new communications platforms to deliver Rider Education | EDU | 2022 |
| | | Support coach development to ensure cyclists of all ages and stages have access to appropriate levels of coaching | EDU | 2021 |

Strategic Objective 3.8 Finance

Ensure prudent financial management and prioritised investment aligned to our strategic objectives

| 3.8 | Key Actions | Delivery Goals | Responsibility | Timeframe |
|-------|--|--|----------------|-----------|
| 3.8.1 | Develop our commercial sponsorship base | Create a sponsorship strategy supported by a sponsorship management programme to maximise and sustain the objectives for Cycling Ireland and our commercial partners | MCM | 2020 |
| 3.8.2 | Develop new streams of investment into cycling | Examine the potential additional non-public and commercial revenue sources to support cycling growth eg philanthropy | MCM/CEO | 2023 |
| | | | Board | |

Footnote

* RE Development Officers: You will note throughout the above, and specifically referenced at 3.2.4, many mentions of Development Officers. At the time of publication, Cycling Ireland has Development Officers employed only in Ulster and Leinster. Therefore, throughout this document, any reference to Development Officers is to these staff and their corresponding jurisdictions only, until such times within the life of this plan, as additional resources/capacity for other regions can be achieved.



MEMBERSHIP

Membership

Over the last 12 months, Cycling Ireland launched a number of projects, campaigns and systems aimed at enhancing the member experience and laying the foundations for ongoing positive engagement and support of members over the coming years.

In recognition of members frustration with the membership system, Cycling Ireland launched a new bespoke membership and events platform designed specifically for the cycling community.

The product of 6-months of development, the Cycling Ireland Membership & Events platform will deliver a marked improvement in the experience for members, club officials and event organisers and features the latest functionality on a fully mobile friendly platform. Whether you are a club official, event organiser or member, the platform will allow you to manage the cycling activities that matter to you free of hassle or stress.

The Cycling Ireland Membership & Events platform is powered by industry leaders Eventmaster. A range of additional functionality is being added on a weekly basis and the membership team is committed to delivering ongoing innovations and improvements as the sport evolves.

The migration to and launch of the new system has been an enormous project, much of which was delivered during lockdown as staff and suppliers worked remotely. However, this modern system was long overdue and sets us up well to support the needs of members, clubs and event organisers.

As with the launch of any new system there will be teething problems and additional functionality which is required. We have a world leading partner and are keen to support if you have any suggestions, comments, or issues so please get in touch with the membership team.

Voice of the Membership

Earlier this year we launched a new piece of research titled 'Voice of the membership'. The research will be conducted annually giving members a voice and providing valuable insights and feedback to the staff and board of Cycling Ireland.

We received almost 5,250 responses from current and lapsed members signifying an active and engaged cycling community. In addition, 3,323 people provided comments suggesting ways Cycling Ireland can improve member's experience.

A detailed analysis of results was compiled, and common trends and issues identified. We value your input and are working to address key issues and more broadly deliver upon our vision of an island enriched by cycling.

Overall, there is a strong positive sentiment about Cycling Ireland. Generally, members recognise and appreciate the job that Cycling Ireland does in delivering its core mission, and it is notable that some of the comments acknowledged a significant improvement in recent months.

- Detractors (25%) make up a material group of respondents. Encouragingly, their scores tend to group in the 5-6 range, indicating an opportunity to shift them to passives or better, by

addressing their concerns. These center on insurance as a driver for taking out membership and comments reflect resentment about value for money and poor responses to queries. There is a significant level of concern, notably from competition licence holders, about the impact of Covid-19 on the 2020 calendar. Communication and engagement are called out strongly as areas for improvement, placing a premium on accurate, timely and empathetic communication with members in response to Covid-19.

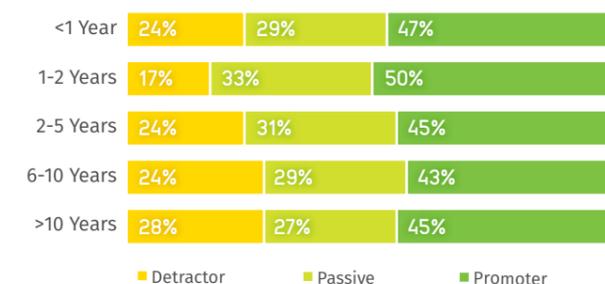
- Passives (30%) remain dissatisfied for many of the same reasons as detractors but see greater value in the benefits of membership beyond insurance. There is clearly a desire for an improved digital offering from CI (website), which could integrate with event entry, rankings and related information, as well as providing more coaching resources, both for more and less experienced members.
- Promoters make up 45% of respondents, with positive feedback frequently citing the communications from CI, notably around Covid-19. Respondents are pleased to have an insurance offer that provides necessary cover, particularly where that is a pre-condition for club membership. 83% of respondents are members of clubs and the vast majority acknowledge organized group spins as the main driver for their club membership.

Overall Likelihood to Recommend

Bases on your experience of Cycling Ireland, how likely are you to recommend membership of the organisation to others



NPS Analysis: Duration of Membership

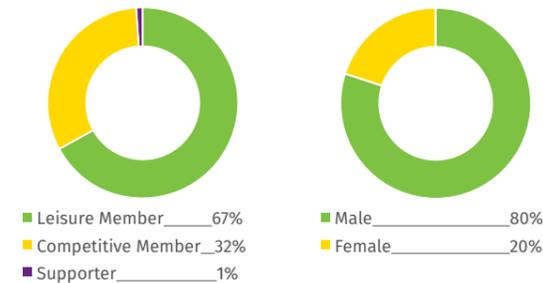


Member profile

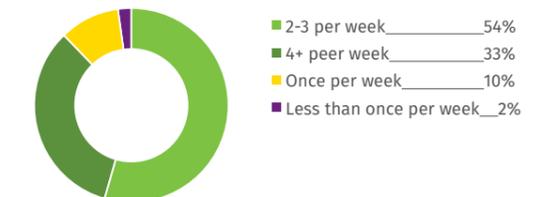
Covid19 had a significant impact on membership in 2020 with numbers declining by almost 90% for the month of April and 66% in May when compared to 2019. This represented a serious threat one of Cycling Ireland's major income streams and the

future viability of the organisation. Fortunately, as government restrictions eased membership numbers rebounded and it is envisaged numbers will settle at approximately 22,000 by the end of 2020, an 11% decline on the previous year.

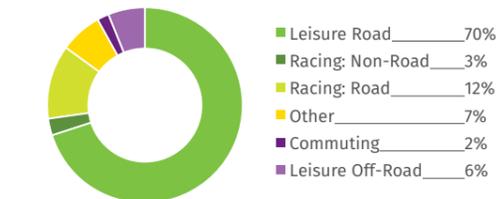
Membership Type



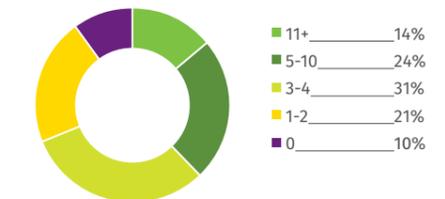
How Often Do You Cycle?



What Is Your Principal Reason for Cycling?



How Many Cycling Ireland Events Would You Normally Take Part in During a Year?



Membership Package

With tens of thousands of people taking to their bikes in recent months and feedback that the membership options and pricing structure was overly complex and confusing for newcomers, a working group set about simplifying the structure. A motion to this end is to be decided at the 2020 AGM.

The new Cycling Ireland Membership & Events platform will also allow cyclists to purchase membership conveniently through their smartphone or tablet as the system is fully mobile optimized, removing a long-held frustration for people.

In addition to the piece of mind provided through insurance, Cycling Ireland's membership team have worked hard to secure discounts off products and services which are of value to members. The ambition is that members would be able to avail of savings which outweigh the cost of their membership in the first instance as well as robust insurance cover should they need it. Membership discounts include the following:

- Cycle Superstore (instore or online) - €20 voucher and 12.5% VIP discount
- See.Sense Lights - 30% OFF
- Gym+Coffee - 20% OFF
- TrainingPeaks - 20% OFF
- Bikmo Bike Insurance - 10% OFF
- Scribe Wheels - 5% OFF
- Bike Fit Studio - €50 voucher
- Discounted Event Entry
- Free Cycling Ireland Coaching Plans via TrainingPeaks

EVENTS

Events

2020 has been a very difficult year for events and the bringing together of our members, we had a start to the season in March which was then halted by the COVID-19 pandemic. During this time, we changed our tact and moved into the online Zwift platform.

We formed a very important and strong partnership with the Zwift team. Working closely with Zwift we were able to set up weekly events and produce live stream feeds

We launched a series of races and leisure spins and a 12-week Cycling Ireland Zwift League (CIZL) and a 7week CIWZL (Women's Zwift League) which concluded with a series of one-day Classics, starting on Saturday, June 20th. The racing has proved to be very popular with 4060 taking over the 12-week event. The events were live streamed with a peak viewing of 35.2k views on round 11.

We still have Zwift races taking place with a Handicap Race each Tuesday evening, Women's only race each Wednesday evening and a Sprint Race each Thursday evening. Giving the option to keep the skills gained at online platform fresh.

To round out the Zwift program we linked in with the University of Ulster to survey all members and to evaluate the program.

In the following months we will enhance our offering on Zwift with a structured training plan to enable our members to be more competitive and learn the ways of the gaming platform.

Work is currently underway to build the events calendar for 2021, the new event permitting system is more streamline than previous edition and we are all looking forward to 2021.

In 2020 we live streamed 2 of National Championships, the National Cyclo-cross (41.1k views) in January and the National Senior Men & Women Track Championships (175k views) in August. Both events proved to be very popular with the online audience and showed off the different disciplines of our sport.

Online Entry & Permits

In July 2020, Cycling Ireland introduced a new Membership, Events system and a built in One Day Licence system, powered by Eventmaster. This new system, as well as managing the CI club and membership records, manages event permit applications from clubs and when these permits are approved, the system integrates with the well-established Eventmaster online registration system. The system has been used very successfully to enable Cycling Ireland clubs to adhere to COVID-19 guidelines with online pre-registration and check-in, thereby minimising physical contact when attending events.

To date, 167 events have used the online registration system with a total of 14,493 registrations.

Online registration is available for all types of events, including competitive, leisure, training, seminars and virtual events.

Safety Group

In January of this year a Safety Steering group was set up to evaluate our current safety plan and policies. Work has been going in behind the scenes to place the Federation in better footing going forward.

Great Dublin Bike Ride

In 2020 it proved to be one step to far to even consider the running of the Great Dublin Bike Ride, instead we offered a virtual event and the ability to ride 60km or 100km in your own area whilst following the

current government guidelines. The event linked in with 5 charities with the aim of raising money for the charity sector whilst keeping our community engaged and active. To date we have raised €25,000.

We will be back bigger and better in 2021.

In Ulster work continues with our members and many new projects are in play.

PCSP "Safer Cycling Project"

Over the last 12 months we have engaged with the Cycling Ulster executive committee in the development of their "Safer Cycling" project. This has included were possible in 2020 meetings with the "Police and Community Safety Partnerships" PCSPs and several local councils to obtain support and resources for cycling clubs.

Henry Jones Playing Fields Project 2020:

Meetings have taken place to date with Belfast City Council over the past 12 months and key stakeholders regarding the potential development of a large-scale site for Cycling in Belfast.

A feasibility study was contracted and completed in March-April 2020 by Abacus and further meetings are planned in the coming months on the Henry Jones project.

Women on Wheels 2020:

"Women on Wheels" 2020 project which was to be facilitated by the CU Women's Commission and had signed up 15 clubs in Jan 2020 with a view to the development of women into the sport and the running of a participation programme that concluded with a Sportive in August 2020 had to be postponed this year due to C19.

The WOW 2019 project was a fantastic success and all the clubs who participated increased their female membership. WOW2 will now be delivered in 2021 for all 15 clubs.

Club Workforce Project:

During 2020 an assessment of current Club Workforce in clubs in Ulster and the areas for potential development with the current and newly established cycling clubs will take place. This assessment of the current club workforce currently in Cycling Clubs in Ulster will help identify the key areas, counties, and clubs for growth in Ulster.

Cycling Hubs Project:

Investment secured for 3 Cycling Hubs in Ulster from Department of Communities for 30k to support the development and growth of cycling in NI.

The 3 Cycling Hubs to be sited at 3 sites in the following council areas:

- Fermanagh and Omagh Council area:
Eccellesville Centre, Fintona.
- Armagh, Banbridge and Craigavon Council area:
Gosford Forest Park, Armagh.
- Causeway Coast and Glens Council area:
Jim Watt Sports Centre, Garvagh.

Service Level Agreements being drawn up for all 3 sites with CI/CU and the 3 councils.

The 3 hubs will be operational in 2021 for the delivery of programmes and cycling initiatives.



EDUCATION AND PROGRAMMES

Education and Programmes

2020 has been a busy and challenging landscape for the Education and Programmes area with a huge amount of hard work and effort put in by the education and programmes staff, tutors and management.

Covid-19 presented challenges across all our programmes and activities with an inability to deliver in the traditional way. However, with challenge brought opportunity, with everyone rising to the challenge with lots of great examples of innovation and creation in adversity.

In the early stages of lockdown, we looked at ways to connect Cycling Ireland to our cycling community in a period of isolation. The primary focus was to create a virtual space(s) for people to participate and belong, leveraging a range of platforms to facilitate this. The gradual easing of restrictions saw and will continue to see the re-introduction of certain programmes and activities cognisant of government recommendations and guidelines in place at every stage.

Over the course of the year we have seen an increase of Coaches, Instructors and Leaders to the tune of 202 who have attended one of 26 individual courses to date. This represents a significant reduction (65%) in delivery compared to this time last year as direct result of Covid-19. However, September saw the re-introduction of some of our courses (Trail Cycle Leader and Ride Leader) on a per award basis with a further re-introduction of other courses expected as we navigate covid-19 and the appropriateness of delivering specific courses based on the government guidelines in place.

Cycling Ireland and Triathlon Ireland collaborated to host 'Adapting your Coaching with Liz Burkinshaw' - a webinar for coaches which focused on behavioural change considerations for coaching during Covid-19. Open to all Triathlon Ireland and Cycling Ireland accredited coaches, this webinar explored the current situation and looked at some of the implications for coaches. The webinar was facilitated by Liz Burkinshaw, an independent learning and people development professional, and former Development Lead Officer for Participation at UK Coaching.

Cycling Ireland Programmes

Cycling Ireland's Programmes continue adapt and innovate in an ever-changing environment to provide opportunities to participate in cycling, developing skills and knowledge for both new and experienced cyclists across a range of ages, abilities and disciplines. The suite of programmes includes:

Sprocket Rocket

A skills-based programme aimed at children aged 5 to 11 years old. Focusing on four key skills of cycling: balance, pedalling, cornering and braking in a fun environment to enhance learning. Limited delivery has taken place due to restrictions, however almost 100 participants have taken part in the Sprocket Rocket programme across a range of clubs and schools. Cycling Ireland have also trained 32 new Sprocket Rocket coaches with the skills to nurture more children into cycling in the future.

Bike For Life

A "sofa to saddle" cycling programme that caters for all

cyclists, from the person who has just rediscovered their bike, to the more accomplished rider who wants to take on greater challenges. This year we moved to an online eProgramme 0-20km solo rides. Covering a range of topics during the online sessions from preparing for a bike ride, bike repair and maintenance, cycling safely on the road, using shared facilities, training for your cycling goals and support available.

Cycling Ireland worked with the Department of Transport, Tourism and Sport to build on the huge bank of positive public sentiment built up by Bike Fest in recent years by taking the festival round the country to introduce our sport to newcomers of all types to try out. CYCLING IRELAND'S BIKE FEST has supported local cycling clubs during Bike Week from 19th – 27th September 2020. Events included Bike Bus, Family Fun Cycle, Introduction to Mountain Biking, Bums on Bikes BMX, great fun was had by all and the cycling bug has bitten many including those wishing to join their local cycling club and the setting up of a new after school club. Short film resources have also been produced to support "Cycling with a child on the road".

Cycling Ireland is a member of a group of stakeholders supporting AGE AND OPPORTUNITY to prepare a document which sets out the challenges and barriers linked to the Covid-19 pandemic, to participation in sport and physical activity by older people and provide guidance to potential providers of same and; to submit a report to Sport Ireland that represents the views of older people on how Covid-19 has impacted on their involvement in sport and physical activity and provide a set of recommendations for dealing with potential future health crises, based on the learning from Covid-19.



In 2020 Cycling Ireland was successful in obtaining external funding to support cycling activity for specific groups. Utilising Cycling Ireland's current suite of programmes and linking in with a variety of clubs, coaches, local sports partnerships, community groups and other stakeholders, two significant projects include:

Dormant Accounts (Sport Ireland)

funding supports the co-ordination and delivery of opportunities, across a suite of cycling programmes (Balance Bike and Sprocket Rocket) to people in socially, economically and educationally disadvantaged areas using a team of Activation Officers equipped with bikes, helmets and supporting equipment which are critical to its success. To date 588 children have taken part in a 5-week Balance Bike and Sprocket Rocket programmes.

In response to the covid-19 crisis a new programme called Gearing Up Skills was developed - an action-packed fun youth bike skills programme, where participants can learn top tips and tricks to develop and improve skills. Free fun skills sessions are brought to participants by video online over a period of five weeks. The Gearing Up Skills programme has been designed and developed to follow on from the Sprocket Rocket programme, it was piloted over the summer targeting children through youth reach groups, CYPSC and LSP's.

Bike Like Me

Bike Like Me is Cycling Ireland's overarching campaign to inspire more women and girls to discover cycling and feel confident on their bikes. The Cycling Ireland led campaign aligns with Sport Ireland's Policy on Women in Sport which intends to address four target areas - Active Participation, Coaching and Officiating, Visibility and Leadership and Governance. Cycling Ireland's new Strategic Plan 2020-2024 has identified 3 pillars - Participate, Perform and Enable, under the Participate pillar Women have been specifically identified as a priority area of development over the coming years.

The Bike Like Me campaign was officially launched the 8th March 2020 on International Women's Day. Following its launch, a series of initiatives and programmes have been rolled out across all four target areas.

Active Participation

New programmes have come about in light of the pandemic and in response to the crisis by developing something that is accessible, bearing in mind the legislation and government guidelines in place and our inability at the moment to deliver our programmes in a traditional way.

A 7-week Online Training Programme was designed and lead by six top female athletes on a weekly basis via Zoom and was linked to Training Peaks which supported the live online sessions. 445 participants signed up to take part and almost 100 participants utilised the Training Peaks programme.

Cycling Ireland Women's Zwift League

Cycling Ireland Zwift League took place over 12 weeks with 50 female riders competing. Through membership consultation the demand for an additional women's only league for

intermediate riders was determined. Cycling Ireland Women's Zwift League ran over 7 weeks with 40 riders competing.

Support for women off the bike as well as on was also on offer. Pilates for Cyclists was delivered over 5 weeks, posted on Cycling Irelands Facebook - Live attracting lots of interest with over 8k viewing the series online.

Bike Like Me Virtual Festival

An all-day celebration event promoting cycling and facilitating trying different activities including: Sprocket Rocket, Pilates, Zoom Interval Training, a Zwift race, 20k Solo bike ride with AXA Community Bike Rides, a 5k Family Bike Ride and to finish a Zoom Webinar focusing on 'Women in Sport' with panellists (1.8k views on the day).

20x20

As proud members of 20x20 campaign by the Federation of Irish Sport, aiming to create a culture shift in our perception of girls and women in sport. Throughout the duration of the campaign Cycling Ireland has continued to show support, with one such example, Chapter 4 - Lidl Moves 'No Proving. Just Moving' where cycling was one of six activities included and promoted. The Lidl Moves programme provided physical activity suggestions and related advice and resources based on consultation with Cycling Ireland.

Coaching and Officiating

To support the long-term development of female coaches through the coaching pathway by broadening the coaching base to include more women from grassroots through to High Performance.

Cycling Ireland collaborated with three other National Governing Bodies to provide a unique opportunity for female cycling coaches. The Women in Sport Coach Development Programme is an exciting initiative for female Cycling Ireland coaches and aspiring coaches. This programme has been designed to give participants the opportunity to improve their knowledge, expand their network and develop leadership and coaching skills in a supported, collaborative environment alongside female coaches from Triathlon Ireland, Irish Amateur Boxing Association and Rowing Ireland. Following a period of recruitment 8 female coaches have been successfully placed on the programme commencing in October.

Further coach development opportunities have been afforded to participants on Ride Leader and Foundation Coaching courses, with females making up over 30% of all participants. The plan is to support more women at the beginning of the coaching pathway, leading to more women progressing through the system over the coming years.

Visibility

Increasing the visibility and profile of our female athletes across all facets of Cycling Ireland marketing and communications.

The Bike Like me logo was designed at the start of the year and is being used on all related marketing material and communications platforms with the use of #bikelikeme and #bike. The Bike Like Me campaign was officially launched in March and has seen great

coverage and reach across all social channels. An increase visibility across Cycling Ireland marketing and communications channels with greater representation of females across all platforms.

In April Cycling Ireland selected six Bike Like Me Advocates who have assisted in promoting cycling to women and girls through our Bike Like Me campaign in 2020. Each Bike Like Me Advocate has been a positive voice championing the sport of cycling in their local clubs and communities, sharing their stories along the way.

In addition to our advocates stories a further ten case studies on local clubs, participants and programmes have been showcased giving an insight into their stories, inspiring others to get involved and clubs engaging females positively.

Leadership and Governance

Progress towards greater gender balance in board membership and committee membership by providing a pathway for women aspiring to become leaders of funded bodies and commissions.

Cycling Ireland has supported one of our Bike Like Me advocates who is taking part in a Women in Sport Leadership course with Swim Ireland. This course is to ensure females thrive in leadership roles and should help her to apply some of this newfound knowledge in her role as Chairperson of the Cycling Club.

Working closely with Cycling Ireland Women's Commission over the past year is a sub-committee of the Board of Cycling Ireland (CI). Its primary objectives are to promote all cycling disciplines to women and to facilitate the recruitment and retention of women cyclists in Ireland. Helping to bridge the gaps between transitions across the athlete pathway and adopt a more collaborative approach to women and girl's development.

Margo Finnegan, Programmes Coordinator, Cycling Ireland

Victoria Kennedy, Women in Sport Development Officer, Cycling Ireland

AXA Community Bike Rides

Launched in 2019, AXA Community Bike Rides has continued to grow and develop across 2020 with a significant increase in membership. Funded by AXA, the 8wk TV and social media campaign from mid-July to mid-Sept has resulted in over 3,000 members registered to date. Ongoing website developments have provided a greater user experience and enabled Cycling Ireland to engage proactively with the membership.

This programme was set up to provide free, social group rides in local communities led by trained and vetted volunteer leaders. However, when Covid-19 resulted in a lockdown in March, the programme was brought to an initial halt. A number of online resources were developed to engage the membership during lockdown and in early May, the concept of solo bike rides was introduced. Easy going rides were advertised initially due to restrictions on the distance a person could travel for exercise, but as restrictions eased, challenging rides were added, which meant that the programme could provide for all its members.

Anyone who was a member of AXA Community Bike Rides, could

register to take part in a solo bike ride from their home. To get credited for participating, they submitted a picture from their ride within 24hrs of completing it. This meant that although members were cycling on their own, they were participating as part of a wider community until group rides were re-introduced in July.

With 2,500+ registrations on solo rides to date, and given the continued issues with Covid-19, solo rides have been retained. This means that members have the option to participate on their own if there is currently no group ride in their area, or if due to Covid-19, they would prefer to limit their interaction but still be an active participant in the programme.

Group rides continue to grow with over 450 completed to date. These rides have been led by our 75+ activated leaders across 24 Counties. Although 13 of 16 AXA Community Bike Ride Leader training courses had to be postponed, through the ongoing recruitment of interested leaders and an ease in Covid-19 restrictions, 10 courses were re-scheduled for Sept-Nov 2020 and we look forward to activating these trained leaders over the coming months.

The increased levels of participation have resulted in a significant increase in the distribution of rewards, as all participation is tracked through the online platform, and when members complete 10, 50 and 100 rides, they receive a reward (i.e. buff, water bottle, t-shirt). All AXA Community Bike Ride members who complete 10 rides, will also receive discounted Cycling Ireland leisure membership for 2021, to promote to them the opportunity of joining Cycling Ireland.

A number of our most active members have recently hit the 100 rides milestone, with our first female member noting "I've never been the first at anything and definitely never thought I'd be the first at anything physical! I'm so proud of myself and wouldn't have done it without AXA Community Bike Rides. Look what I've accomplished! I feel empowered. To be the first woman to complete the 100 rides...it really shows you can be any size and cycle!" (Sheila O'Brien, Cavan).

For more information on taking part or becoming a volunteer leader in your area, please check out www.axacommunitybikerides.com.

Mary Corry, AXA Community Bike Rides Coordinator, Cycling Ireland

Nicole Evans, AXA Community Bike Rides Development Officer, Cycling Ireland

Cycle Right – National Cycle Safety Standard

Since its year of launch in 2017, Cycle Right has recorded growing levels of participation, with over 15,000 in that year, in excess of 20,000 participants in 2018 and participation levels for 2019 reaching 23,000 with schools in 25 counties accessing training throughout the year. Participation in 2020 started with over 6,600 children trained over the early months of the year, which would have seen a further increase in numbers trained nationally over the year. Unfortunately training ceased with school closures on March 12th 2020 due to Covid-19.

While cycling as a pastime has seen a huge upswing over the duration of the lockdown with bike shops selling lots of new and secondhand bikes, and parents are being asked to have their

children walk and cycle to school where at all possible, schools are now settling back into their return and are only getting round to considering having outside trainers come onsite to educate. With the growing popularity of cycling buses and more and more children to be seen on their bikes at school arrival and departure times, it is hoped that Cycle Right, offering as it does, essential support to these activities, will soon flourish again in primary schools around the country. Early indicators suggest that schools are eager, where they view at all possible, in a landscape of staggered starts and breaks, pods and bubbles, to offer some normality to children and to get back to training.

Commitment to funding from the Department of Transport, Tourism and Sport and the Road Safety Authority remains strong, both organisations acknowledging the benefits of the programme. Funding from An Taisce and many local authorities/local sports partnerships is also committed to the programme in many areas.

As well as co-ordinating the approval, administration and funding process for the programme, Cycling Ireland maintains oversight of the annual registration and quality assurance programme which features annual visits with trainers to ensure continued quality of delivery. Trainer courses remain in demand and developing the course to a partial online delivery is currently being explored.

Cycling Ireland continues to work with the Road Safety Authority on the rollout of adult training at Stages Two and Three of Cycle Right. This training focuses on the skills needed to develop cyclists who are confident and competent in the Irish road environment. A course was staged in association with St Vincent's Hospital in Dublin and it is hoped that the training will have a positive impact on the commuting habits of those working there. Further training was planned, but unfortunately, had to be suspended, due to the Covid-19 situation.

As a further development in the adult training area, a Cycle Right educational online (via Moodle) resource is rolling out, timed to launch for Bike Week 2020. Those taking the course will be able to self educate in their own time. Custom films highlighting particular aspects of the road environment for cyclists are included as key aspects of this resource, which will be supported by the Department of Transport, and the RSA, and is expected to be widely well-received by secondary schools as a road safety educational resource.

The Cycle Right Disabilities Trainer module continues to be used by trainers to offer training in special schools round the country. Learn to Cycle with a Disability programmes are promoted by the Sport Inclusion Disability Officer (SIDO) in various Local Sport Partnerships (LSP). The training offering to healthcare professionals and those working with individuals with particular needs in the education sector including LSPs is very well received – two, day-long, train-the-trainer courses had already been delivered before the end of February, with a further 5 scheduled up to May 2020, which were postponed. Through an allocation of European Week of Sport funding, it has been possible to create a set of resources which will support the online delivery of this course, with a news release on this going out to the LSPs during European Week of Sport in September 2020, and courses being offered round the country in the months following. It is hoped, in this way, to make this invaluable training available to as many of the 29 SIDOs round the country who wish to avail of it over the nine months from Sept to June 2021.



European Week of Sport funding has also facilitated the creation of resources to support the Learn-to-Cycle process for those who are trying to teach someone. Cycling Ireland's Learn-to-Cycle Facebook group proved very popular over the lockdown period, giving lots of useful tips, information and games to aid the Learn-to-Cycle process – this work will be further enhanced by these Learn-to-Cycle resources. Again, promotion of this educational piece will be aided by our partners in the LSPs.

A further significant resource, which support funding from our Bike Week partners in the Department has enabled, is the production of a film which demonstrates how an adult should cycle with a child on the road. With parents increasingly being asked to do just this with their children, we expect this to be a timely resource and one to be welcomed by, amongst others, the many schools who are involved in training across the country.

Barbara Connolly, Cycle Right Development Officer, Cycling Ireland

Thanks and Acknowledgement

Cycling Ireland would like to acknowledge the hugely valuable input into all our programmes and projects by tutors, clubs, local sport partnerships, schools, coaches, leader, activation officers, volunteers, parents who all contributed in 2020. The success of all our activities would not be possible without the dedicated support of our growing network of coaches, leaders and volunteers. "Thank You"

Rachel Ormrod, Education and Programmes Manager, Cycling Ireland



HIGH PERFORMANCE REPORT

The beginning of the year saw the Elite Track squad round off the 2019/20 track cycling World Cup season. The Elite and Para-Cycling Squads competed in their respective Track Cycling World Championships in February. Emily Kay closed off the World Cup season strongly, securing Ireland's first ever Omnium World Cup medal. Both World Championship events were highly rewarding with the Elite Track squad achieving a new national record and top 8 performance in the Women's Team Pursuit while also successfully qualifying a men's and women's team in the madison and individual bikes in the Omnium for the postponed Olympic Games now scheduled for Tokyo in 2021. This qualification supplements the already qualified three road race and one time trial spots for the Games, resulting in Ireland's largest ever Olympic Cycling Team.

The Para-Cycling squad, secured multiple national records and brought home three World Championship medals, bolstering their world-class medal-winning reputation and accruing further valuable UCI points which contributes to strong Paralympic qualification processes.

During the lockdown period the High Performance Unit remained busy and focused on revising their pathways and structures with the intent to launch an updated High Performance Pathway and Development Pathway in 2021 in line with the new Cycling Ireland strategy. Both the High Performance Pathway and Development Pathway are currently in a consultation phase and are continuing to develop.

In order to compensate for the lack of events for our young cyclists, the Cycling Ireland High Performance Unit have been running a Youth and Junior webinar series for 14 to 18-year olds. These webinars have featured several high-level coaches and practitioners covering a number of areas including coaching, nutrition, strength and conditioning, bike fit, Cyclocross and many more.

Thankfully, more recent times have seen a number of domestic races and events coming back online with two highly successful National Championships being run on both the track and road across Youth, Junior, U23 and Elite level. Additionally, some teams have been fortunate to race internationally with the green jersey featuring in both the Elite Road European and World Championships.

We hope that this promising trend can continue into the new year and we look forward to an Olympic and Paralympic Summer Games taking place. It was a fantastic to see Sam Bennett, who progressed through the CI pathway, win the green jersey on the Champs-Élysées in the concluding stage of the Tour de France. We hope that his success can help to inspire and encourage Irish cycling at all levels across the island.

Brian Nugent, Technical Director
CYCLING IRELAND

October 2020



MARKETING & COMMUNICATIONS

Marketing & Communications

Positive strides have been made in 2020 as we push to raise the profile of cycling nationally and professionalise our approach to media, marketing, and communications. As per the 2020-2024 Strategic Plan a number of delivery goals were outlined for 2020 and are complete or in an advanced stage.

National Media Coverage

From a media perspective we began the year with a first for Cycling Ireland, live streaming the Cyclocross National Championship from Sligo on January 11/12. The newly developed communications strategy places an emphasis on driving participation in cycling as well as generating fandom in the sport, and our utilisation of new technologies such as streaming will play an integral part in achieving this.

2020 Live Streaming / TV Broadcasts – Domestic Events

Cyclocross National Championships

- Live Streamed via Cycling Ireland & Pundit Arena
- TG4 Broadcast

Cycling Ireland Zwift League (x12 events)

- Live Streamed via Cycling Ireland & Pundit Arena
- RTE News Features

Irish Independent Zwift Special with Nicholas Roche

- Live Streamed via Cycling Ireland & Irish Independent

Cycling Ireland Track National Championships

- Live Streamed via Cycling Ireland & Pundit Arena
- RTE News Features

Cycling Ireland Road National Championships

- RTE 2 highlights package (prime time slot)
- RTE Player
- Eurosport
- RTE News Features

Live Streaming and Social Media Highlights:

 **Cycling Ireland Live Stream Views**
478,800

 **Hours on footage viewed on Cycling Ireland Facebook**
7,901 up 1,795% vs previous year

Facebook Followers
21,362 up 22% vs previous year

 **Website Page Views**
1,041,926
average time on website up 15%
30% increase in visits from mobile
up 1,795% vs previous year

 **Twitter Impressions**
4,481,000

Twitter Followers
16,050 up 11% vs previous year

National Media Highlights:

As well as developing Cycling Ireland's 'owned' media channels there has been a concerted effort to foster close working relationships with members of national print, online and broadcast media. This has successfully resulted in an uplift in coverage for the sport.

 **Features on RTE Six One & Nine O'clock News x27**
excluding Tour de France

 **Media Partnership with Pundit Arena**
Ireland's largest online sports website

 **Broadcast on TG4**
The Cyclocross National Championships

What's Next?

Communication and media support are required for over 36 major domestic events, as well as multiple Cycling Ireland programmes, membership, the Olympic and Paralympic Games and up to 22 European and World Championship events. Given this high level of activity, staff resourcing within the communications department will be bolstered to help manage the demands. A Communications Executive will be recruited from the end of 2020.

The position is funded by Sport Ireland's ASPIRE graduate programme and is the result of a successful application made to Sport Ireland for additional support within the communication, media, and marketing space.

As per the 2020-2024 Strategic Plan, work is ongoing on the development of a modern, inclusive brand identity which will broaden Cycling Ireland's appeal and ensure that our sport connects with a wider audience. There was excellent engagement and input from commissions, athletes, media, sponsors, and funders during the consultation phase of the process. Work is also underway on the development of a fully mobile optimized and user-friendly website. We look forward to launching the new website in 2021.

Cycling Ireland's new Membership & Events platform, launched in July 2020, is undergoing further development with the addition of automated member and event communications. For 2021, the membership renewal process, welcome pack and member discounts will be communicated more effectively via the automated system.

Partnerships

Last year we announced two new partnerships (Sports Travel International and See.Sense) and signalled our intent to reinvigorate our commercial offering through the development of a sponsorship strategy.

12 months on we are pleased to welcome several hugely valued and appreciated partners who share our vision for developing an island enriched by cycling.

Cycling Ireland Partners



ONSIDE Sponsorship 'Stand out positive activity' nomination

Kinetica Nutrition – Official Sports Nutrition Supplier

Irish company, Kinetica Nutrition are fuelling our elite riders and helping raise the profile of Irish cycling through marketing campaigns and media activity. The partnership is much more than a badging exercise, as Cycling Ireland is collaborating with Kinetica on the development of their endurance range of gels, electro tabs, carbohydrate power and recovery products.

Gym+Coffee – Official Leisure Clothing Supplier

Cycling Ireland launched their new partnership with Irish "athleisure" brand, Gym+Coffee, in August with a social media campaign featuring former Irish Rugby player Brian O'Driscoll along with rising stars Lara Gillespie (Road, Track, Off-Road) and Matthew Campbell (BMX). The launch campaign has been a huge success with the digital first approach showcasing cycling to a diverse young audience and generating more than 150,000 views to date. We have prepared substantial video content which has yet to be revealed and Gym+Coffee are offering members an exclusive 20% discount.

Renault Belgard – Official Vehicle Supplier

Cycling Ireland is delighted to have the support of Renault Belgard. Located on the Belgard Road, Tallaght, Renault Belgard, have a wide range of new and used vehicles ideal for cyclists, active families and business requirements. Irish cyclists will be supported by the Renault Megan Sport Tourer during competition on the road and event support is provided by the Renault Kadjar.

Wahoo Fitness – Official technical partner for smart trainers and bike computers

Cycling Ireland and Wahoo Fitness agreed a partnership which sees Wahoo named as the National Governing Bodies official technical partner for smart trainers and bike computers.

Wahoo is the global leader in indoor smart trainers and connected cycling computers with an entire Wahoo training ecosystem. During competition, riders can rely upon Wahoo's aerodynamically tested ELEMNT BOLT GPS Bike Computer and TICKR Heart Rate monitor. For warmups and indoor training, both competitive and leisure cyclists can use Wahoo's KICKR smart trainers, KICKR HEADWIND smart fan, KICKR CLIMB grade simulator, and KICKR desk.

Cycling Ireland continues to engage in positive discussions with brands and it is hoped that further partnerships can be announced in the coming months, reflective of cycling's status as one of Ireland's largest and most successful participation sports.



OFF-ROAD COMMISSION

2020 Overview

The Off-road Commission (CIORC) covers cross-country, cyclo-cross, downhill and enduro.

Cross-country: We had four rounds of the National Point Series (NPS) planned with the national championships in July. None of these events took place. Website: www.irishxcnps.ie. Biking.ie did manage to run three early season events in their BikingBlitz series.

Cyclocross: We had a great National Championships at Castlefield, Enniscrone, Co Sligo back in January thanks to Ballina CC. Coverage was on TG4. The commission sent 4 riders to the World Championships in Dübendorf, Switzerland (1-2 Feb 2020). There were coaching sessions in all provinces. The upcoming season is looking positive

and we expect a reasonably active programme of racing.

Downhill: As per the cross-country, we had four rounds of the IDMS planned with the National Championships in July. None of these events took place. Website: www.irishdownhillseries.com. Glencullen Adventure Park (the GAP) did manage to run two rounds of their Spring Downhill series.

Enduro: The Vitus First Tracks, Gravity Enduro and Grassroots Enduro together formed a comprehensive Enduro series. The pandemic cancelled the events from mid-March to mid-August which included the National Championships. The Gap and the new Gortin trails at Omagh had been planned venues which were going to be supplied with basic coaching.

Strategic Objectives for 2021

Section 2.22 of the Cycling Ireland Strategic Plan is:

Development of a High Performance pathway for Off-road and BMX to consistently develop World and Olympic podium standard athletes.

The Off-road Commission is committed to providing a structured pathway for off-road riders in Ireland. This will involve rider coaching as well as competitive opportunities.

Competitive opportunities.

The four off-road disciplines currently offer opportunities for newcomers to take part in events with suitable categories. There are already discipline representatives who can provide information to newcomers. Riders in all disciplines must compete outside of Ireland before they are selected for any international teams. This has been part of our selection criteria for the

last few years. The commission rep can help riders to select international races to target as part of their development.

Coaching

Enduro and cyclocross have been leading the way with organising coaching sessions. The commission see the need to have coaching support at all levels, for all disciplines, from club, through to provincial and up to national levels. The national commission would be targeting their coaching to the top end talent in all four disciplines, arranging coaches to provide high level specialist skills to further enhance these riders to compete at an international level.

Commission Members and Roles 2021

Our AGM has not been held yet. We can forward details of the members when this happens. The current positions we have are:

| Commission Members | Name | Phone | Email |
|--------------------|--|--|--|
| Chairperson | - | - | chair@offroadcyclingireland.ie |
| Secretary | - | - | secretary@offroadcyclingireland.ie |
| Treasurer | - | - | treasurer@offroadcyclingireland.ie |
| Cross-Country Rep | - | - | cross.country@offroadcyclingireland.ie |
| Cyclo-Cross Rep | - | - | cyclocross@offroadcyclingireland.ie |
| Downhill Rep | - | - | downhill@offroadcyclingireland.ie |
| Enduro Rep | - | - | enduro@offroadcyclingireland.ie |
| Website | www.offroadcyclingireland.ie | | |
| | Group Email | commission@offroadcyclingireland.ie | |

PARACYCLING COMMISSION REPORT



2020 Overview

2020 turned into a strange year that certainly no one could have planned for. Expectation was for a Paralympic year with our paracyclists representing Ireland at the Paralympic Games in Tokyo. Covid-19 certainly put paid to that with the announcement that the Games would be postponed until August/September 2021.

The year kicked off with the Paracycling Track World Championships in Milton Canada in February, where the squad brought back 3 medals and loads of Top Ten finishes. Katie-George Dunlevy and Pilot Eve McCrystal too Silver in the BW 3km Individual Pursuit, Ronan Grimes took Bronze in the MC4 3km Individual Pursuit and Richael Timothy took Bronze in the WC3 Scratch Race. Also on the squad were Chris Burns competing in the MC2 category and male Tandem pairings of Martin Gordon/ Eamonn Byrne, Peter Ryan/Anthony Walsh and Damian Vereker/ Marcin Mizgajski. Congratulations and well done to all.

The resulting shutdown in March saw cancellation of most events and a focus to training at home and using platforms like Zwift to try and keep sharp. With the general easing of restrictions from July athletes were able to get back out on the road and as

competitions opened up. We were able to get a number of legs of the Annual Paracycling Time Trial League run. A big Thank You to the clubs who hosted a round of the League this year.

In spite of the Covid-19 restrictions, the Commission will see 3 National Championships in 2020: the Time Trial Championships in Newcastle West, The Track Championships in Sundrive Velodrome, and, for the first time in a number of years, a Road race Championship in Corkagh Park. Again a Big Thank You to all who helped in making the Championships happen.

The Commission launched a "Dreaming of the Paralympic Games" Talent Search, which generated a lot of interest and will to hold a "Test and Trial Day" once restrictions get lifted further.

The Commission would like to record their great appreciation to Phelim Lynch who stepped down as Commission Chairman and Paracycling Manager for personal reasons during the year. His hard work and dedication served the Commission well over the past few years and we look forward to having him back sometime in the future.

Strategic Objectives 2021

Participate: The Commission will hold Test and Trial Days to encourage new participants at all levels from participation and local competition and participation in the Annual Time Trial League. It is also planned to run a Road Race League in 2021.

Perform: The Commission will support the qualification for and participation at the Tokyo Paralympic Games by Team Ireland

paracyclists due to take place in August and September 2021.

Enable: The Commission will continue to advocate for better supports and resources for the development and growth of Paracycling in Ireland and seek opportunities for the attendance of development riders at International competitions where possible.

| Commission Members | Name | Phone | Email |
|--------------------------------------|-----------------|------------------|----------------------------------|
| Chairperson | Seamus Wall | 087 250 8821 | swall@wallsteel.ie |
| Secretary | Declan Slevin | 087 250 0827 | declanslevin@hotmail.com |
| Treasurer | Denis Toomey | 087 253 3630 | dmtomey@yahoo.com |
| High Performance Coach | Neill Delahaye | 086 028 3719 | neill.delahaye@cyclingireland.ie |
| National Squad Team Manager | Denis Toomey | 087 253 3630 | dmtomey@yahoo.com |
| Development Squad Team Manager | Andrea Radford | 085 702 9514 | andrearyan76@hotmail.com |
| Development Squad Coach | Tony Woods | 087 826 0893 | jtonywoods.1973@gmail.com |
| Paracycling Commission Mechanic | Gerry Beggs | +44 77 6122 9081 | gerry_beggs@hotmail.com |
| Cycling Ireland Board Representative | Ciaran McKenna | 085 174 4614 | ciaran.mckenna@cyclingireland.ie |
| Road and Track | Richael Timothy | 085-8834328 | richaeltimothy@gmail.com |
| Paracycling Elite Coach | Neill Delahaye | 086 028 3719 | neill.delahaye@cyclingireland.ie |
| Rider Rep (Male) | Gary O'Reilly | 083 722 3994 | garyreilly93@hotmail.com |



TRACK COMMISSION REPORT

2020 Overview

Six weeks into our 2020 track training, Covid-19 brought a halt to all activity, but due to the controllable aspects surrounding training we were the first back in mid-June, adhering to agreed guidelines. We cancelled some competitions and rescheduled others as we tried to offer all categories at least one major target to work towards. Over time we were able to increase numbers in sessions, and also the number of sessions available at both Sundrive and Orangefield in response to increased demand. We progressed to a well supported 7 week track League with a very high proportion of youth riders, and 3 weeks of a Sprinters League

where we are beginning to see the fruits of our labour.

All of the above was in preparation for National Championships which kicked off with a live streamed Senior Championship which accrued astonishing online viewing figures. On the same day Cycling Ulster hosted a well-attended Junior Championship, and two weeks later we saw the results of all the hard work from riders and coaches at all our tracks with a superbly high standard Youth Championships. At time of writing we hope to finish the remaining championships before end of season.

Strategic Objectives 2021

Our strategic objective for 2021 is to firstly increase participation at youth level especially for those new to track. We were hampered by a shortened season in 2020 as we had limited time to accredit and progress newer riders to National Championship level. We also had plans to engage schools for track days and we hope to be able to progress this in time.

Our second objective is to continue improvement for all in the more technical aspects of track events and we feel that this is where the greatest gains can be made, as we find that many riders don't lack the fitness or speed.

We would also like to engage more clubs with a view to riding Team Events and in particular we would especially support and encourage women's teams for Team Pursuit and Team Sprint.

| Commission Members | Name | Phone | Email |
|------------------------------|--------------------|------------------|------------------------------|
| Chairperson | Paul Dixon | +44 78 6643 7767 | paulbt38@gmail.com |
| Secretary | Alec Darragh | 086 818 1800 | secretary@trackcycling.ie |
| Treasurer | John Coates | 086 260 5146 | johnco51@yahoo.co.uk |
| Facilities | Liam Walker | 087 644 1565 | walkerliam1056@gmail.com |
| Munster Rep | Malcolm Goggin | 087 795 1111 | malcolmgoggin@gmail.com |
| Youth Commission Rep | Orla Hendron | 086 250 0754 | orlahendron@hotmail.com |
| Calendar & Event Coordinator | Hugh Byrne | 086 348 8708 | hughabyrne@gmail.com |
| Ulster Rep | Nicola McKiverigan | +44 79 2938 7047 | nicolaoldham1973@yahoo.co.uk |
| | David Swift | 086 197 3730 | dswift3@gmail.com |
| | Eammon Byrne | 087 353 2232 | eammon.byrne@gmail.com |
| | Anthony Mairs | +44 77 7318 5048 | tonymairs@gmail.com |



ROAD COMMISSION REPORT

2020 Overview

- Facilitated a training and education camp for 10 U23 men and 6 senior women in Calpe, February 2020. The focus of the camp was to upskill riders on how to plan, improve and look to international competition for the year. Riders' feedback from the training camp was extremely positive, with riders' overall opinion on the camp for coaching, organisation and learning opportunities being rated "top class" and "exceeded expectations". All riders stated they would recommend the camp to other developing

competition riders. Unfortunately, due to COVID-19 the long-term benefits of this camp are still to be realised.

- Agreed terms with a professional videography company to video the Des Hanlon Memorial (March 2020), to use as a mechanism to promote the sport and to attract new sponsors. Due to COVID-19, this venture could not be realised.
- Input on COVID-19 protocol documents (July 2020) and All-Ireland Championships course review (August 2020).

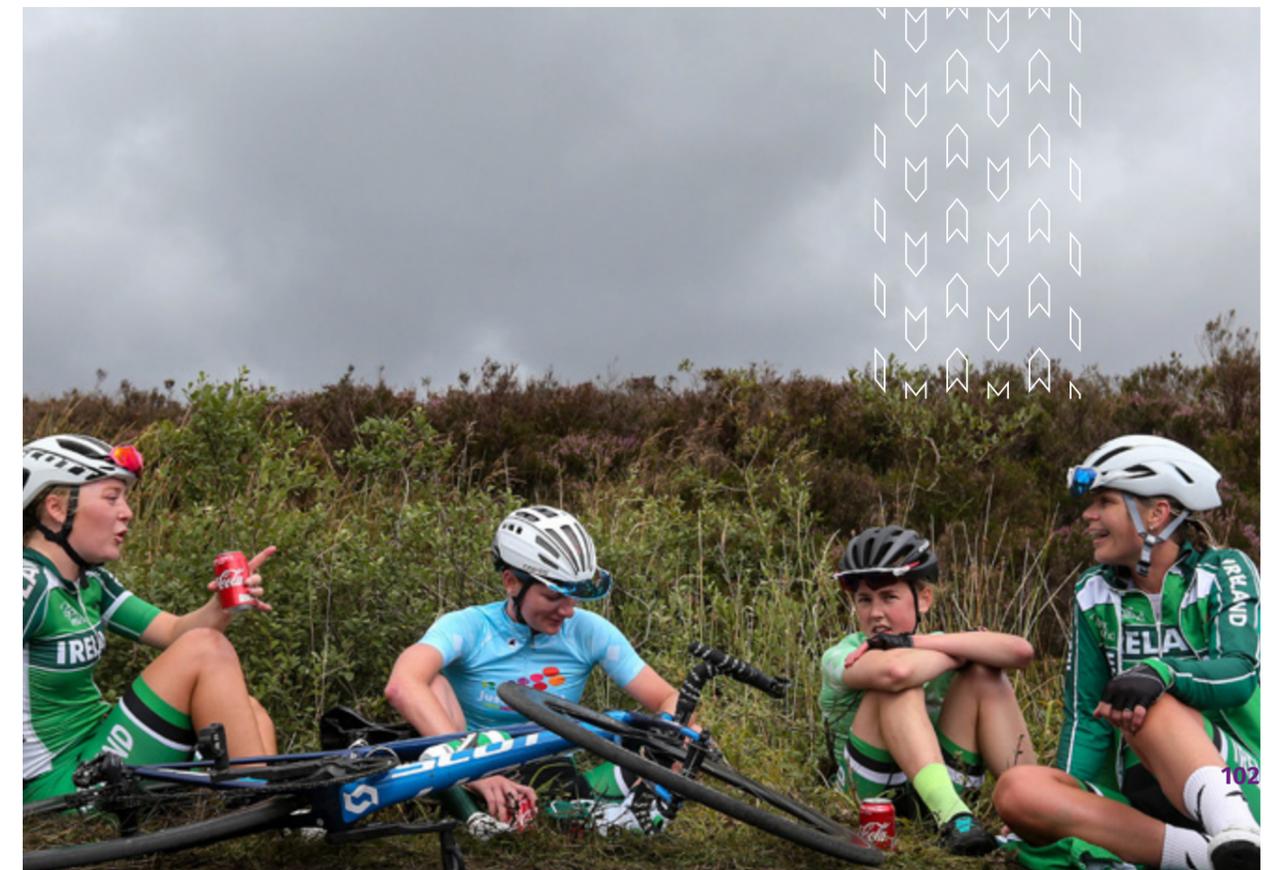
Strategic Objectives 2021

- Further develop the participation in and promotion of Cycling Ireland's flagship race series, National Road Series, through using professional videography services;
- Enable the move from domestic to international competition for riders on the fringe of the high performance program

through training camps, Kreiz Breizh Elite race in Brittany for U23 men and ladies teams (August 2021), UK National Series events (TBC) and World University Games (TBC);

- Explore an initial phase of remodelling to the Cycling Ireland road race calendar.

| Commission Members | Name | Phone | Email |
|-------------------------|------------------|------------------|------------------------------------|
| Connacht Representative | Daire Mooney | +353 89 959 7300 | connachtcycling@gmail.com |
| Ulster Representative | Frank Campbell | +44 78 9489 0257 | frsports1960@gmail.com |
| Munster Representative | Seán Lacey | +353 87 684 1821 | seanwithafada@hotmail.com |
| CI Board Representative | Ronan McLaughlin | +44 75 8874 9633 | ronan.mclaughlin@cyclingireland.ie |





BMX COMMISSION REPORT

2020 Overview

The BMX Commission works closely with clubs to encourage local participation, coaching and commissaire training and race days. BMX clubs are now established as far apart as Cork and Larne in Co Antrim. Track development is on-going. No National Championships or National Series took place in 2020 due to the ongoing Covid-19 pandemic. Most clubs have opened for

training/coaching purposes only. The main highlight of the year was the re-opening of Cork BMX track. This followed several meetings between CI and Cork City Council to retain access to the facility. Ratoath BMX Club completed a full rebuild of their racetrack over the summer. The track now has the first Pro-Straight in the country for advanced riders to practice on.

Strategic Objectives 2021

Going forward into the 2021 season and beyond, the BMX Commission is committed to further promoting and developing BMX racing at club and national level, track building, encouraging local participation, and managing our national BMX squad to attain success at international level. Coaching is the key word

for 2021. Coaching programs and coach the coach programs to be rolled out at club level by newly qualified coaches. There will be a number of talented riders representing Ireland at the British National series, European Championships in Belgium and the World Championships in Papendal Netherlands, in 2021.

Commission Members

| | Name | Phone | Email |
|--|------------------|-------|-------|
| Chairperson | Tom Campbell | - | - |
| Treasurer & National Race Director | Nathalie Lawlor | - | - |
| Child Safety Officer | Eugene Jackson | - | - |
| Ulster Provincial | Kevin McShane | - | - |
| Secretary & Ulster Provincial | Bill Mackness | - | - |
| National Track Development & Leinster Provincial | Eamonn Wyer | - | - |
| Race registrar and Website Admin | Shay McNally | - | - |
| Ulster Provincial Member | Jonathon Reid | - | - |
| Commission Member | Sorcha McConnell | - | - |
| Munster Provincial member | Derek Jolly | - | - |
| Commission Member | Jane Dunne | - | - |

Co-opted Commission Members

| | | | |
|--|--------------|---|---|
| Media Design & Branding | Lar Massey | - | - |
| Development Squad Manager | Simon Murphy | - | - |
| Commission Website & Email hosting and maintenance | Chad Gilmer | - | - |
| National BMX Development Coach | Jeremy Hayes | - | - |



WOMEN'S COMMISSION REPORT

2020 Overview

As you will appreciate, 2020 proved to be a very different year than the Women's Commission had anticipated. The national restrictions meant we had to work with a shorter season than normal, and our budget was reduced accordingly. We started the year with a successful outing for an U16 and a Junior team at Round 3 of the HSBC National Trophy CX at Irvine in October. This was followed in January with a trip to Manchester Velodrome for an International Omnium. Seventeen riders, including Juniors, were selected for three days of training and racing. Our Women's Commission Bursary supported Youth Riders to Race in the Johnson Jets Track Event at Glasgow Velodrome on the 18th of January. In February, we held an Off-Road camp. By March, plans were well underway to enter Women's Commission Teams in the Lakeland 3 Day Stage Race and Rás na mBan. Race dates had also been secured for the Intermediate League and dates finalised for the Corkagh Park Race Series. As it turned out, we were very fortunate to run six dates in

Corkagh Park, and a shortened Intermediate League which is due to finish on September 19th. In Corkagh Park, the average number of Seniors registered for each event was 30+, and Youths were also catered for in a separate race. In parallel with the physical events we have organised, a virtual Corkagh Park League was run over six weeks. We also compiled the National Rider Rankings and sponsored riders competing in international events through our Racing Bursary scheme. Internally, we adopted the new Cycling Ireland Sage 200 accounting system; moved to virtual Commission meetings which were well attended; and had much more direct engagement with Cycling Ireland via our liaison Margo Finnegan, whose team has been doing great work with the Women in Sport Programme. To finish, I would like to thank Margo and the outgoing Committee for all their support and work over the past year, and to wish the new Chairperson and Commission every success in the year ahead.

Strategic Objectives 2021

As per Cycling Ireland's Strategic Plan (2020-2024), our key objectives for 2021 fall under the pillar of Participation. We will continue to assist Cycling Ireland and the Women in Sport programme with their review of the current cycling environment for women of all ages and abilities. We will maintain our Beginner and Intermediate Leagues to help attract greater numbers of women into cycling. We will continue to promote our events

and activities to increase the profile of women's participation in cycling. We will work with Cycling Ireland to integrate our public communications with theirs, so that relevant information is available to women from a central source. We will work with Cycling Ireland to ensure appropriate female representation on the Board and on our Commissions. We will increase the number of active coaches in our Commission network.

| Commission Members | Name | Phone | Email |
|--------------------|----------------|-------|-------|
| Chairperson | Róisín Kennedy | - | - |
| Secretary | Brendan Whelan | - | - |
| Treasurer | Colin Mac Hale | - | - |
| Off-Road | Bernie Commins | - | - |
| Road and Track | Brendan Whelan | - | - |
| Corkagh Park | John Hammond | - | - |
| Corkagh Park | Lorna Reilly | - | - |
| Youth Commission | Liz Roche | - | - |
| Ulster | Shaun Mc Bride | - | - |
| Munster | Theresa Finn | - | - |



LEISURE COMMISSION

2020 Overview

The Cycling Ireland Leisure Commission continues to make progress having been re-established in February 2018. It remains comprised of a core group of members, representing each of the provinces. It is vital that Cycling Ireland hears from the leisure members through the Commission. In 2020 the Leisure Commission have had a number of virtual meetings, where the interests of the leisure community are discussed. In 2020 this was mainly to discuss health and safety issues as a result of

Covid-19 and HSE regulations and guidelines, as much of our 2020 plans were disrupted. The Commission provided assistance to Cycling Ireland in identifying issues and putting forward numerous proposals with regard to the safety of members and event organisers due to the pandemic. Members of the L.C. made themselves directly available to some event organisers during the different stages of government restrictions.

Strategic Objectives 2021

- ESO's to attend a minimum of 30 leisure events to include all disciplines
- Create a greater presence on the ground at events.
- Update Event Approval Stamp for 2021.
- Continue the Rate My Event survey.
- Develop a greater presence on social media to represent the membership.
- Manage the Leisure calendar.
- Promote the new Membership and Events system introduced by Cycling Ireland in July 2020. The new system will give us much needed access to membership and event numbers. We will provide assistance and training to organisers in utilising the system.
- Promote Safe Cycling by devising and implementing Initiatives.
- Continued support for AXA Community Bike Rides.
- Promoting courses to train members as ride leaders.
- Build communication with schools and promote cycling as a healthy activity for both physical and mental well-being.
- Promote cycling as an environmentally friendly activity and an alternative means of transport for short journeys.
- Build communication with local County Councils with a view to having an input regarding cycling infrastructure at the planning stage.
- Promote and grow the leisure membership of Cycling Ireland and promote membership of cycling clubs.
- Creation of a Leisure specific Safety Statement and Risk assessment documents to assist promoters.
- Create a minimum standard of training for marshals and volunteers.
- To work closely with other Commissions and Cycling Ireland with regard to health and safety regulations as a result of Covid-19. The Commission is somewhat understrength at the moment and it is hoped to recruit more volunteers in the near future. The L.C wish to thank Cycling Ireland for their continued support and take this opportunity to wish all commissions and the membership a safe end to 2020, with hope that 2021 will return to some degree of normality both on and off the bike.
- Leisure Commission

| Commission Members | Name | Phone | Email |
|--------------------|------|-------|-------|
|--------------------|------|-------|-------|

| | | | |
|---------------------|-----------------|------------------|---------------------------------|
| Chairperson | John Maloney | 086 865 0202 | j.jmaloney@yahoo.com |
| Secretary | Helen Kerrane | 087 125 4502 | helenkerrane@gmail.com |
| Treasurer | Kieran Gardiner | 087 915 7707 | kieran_gardiner@hotmail.com |
| Communications | Joanna Gray | +44 77 7170 1312 | joannagray@gmail.com |
| Cycling Ireland Rep | Dermot Anglin | 085 883 4328 | dermot.anglin@cyclingireland.ie |
| Committee | Trish McGuane | - | - |
| | Gerry Wallace | - | - |
| | Edel Gallagher | - | - |
| | Mark Moroney | - | - |



INTERIM YOUTH COMMISSION REPORT

2020 Overview

The interim youth commission formed on August 20 including members nominated by off-road, BMX, track and the women's commissions along with representatives from each province. The commission's first task has been to review the current practices of CI within youth cycling and develop a framework that aligns with the CI strategy 2020-24, in particular, 'the creation of fit for purpose participation & development structures for children and young people with a focus on fun'.

Meeting remotely weekly and bi-weekly since the summer, the commission has developed a framework in consultation with CI staff at all levels. By the time of the AGM, we will have proposed the framework to the CI board for ratification and hopefully implementation in the near future.

The framework proposal is for all disciplines and all children

up to 18 years of age, at all stages of development from beginners to performers. Alongside this, the commission has developed an inventory of equipment that may be needed to implement the framework, including bikes and a means of transporting them to areas of need throughout the country.

The commission would like to thank, the previous youth commission members for their time and energy in helping youth cycling and hope they continue to work within our sport. Thanks to the CI board and CEO, in particular Noel Mulroy, Donal Gillespie for his guidance on safeguarding, and Margo Finnegan for sharing her knowledge of youths in sport and going beyond the realms of her role to facilitate our needs. Lastly, the commission has plans to facilitate a number of come and try it / improve your skills days for the autumn and winter months.

Strategic Objectives 2021

Building on the framework proposal the commission aims to support the implementation of the 'Creation of fit for purpose participation & development structures for children and young people with a focus on fun'. To do this as a commission we aim to:

- Provide a national calendar of events aimed at youths both competitive and non-competitive.
- List of funding streams to support youth development for clubs and provinces to access.
- Ensure a consistent experience for all youths
- Assist clubs, provinces, and CI to provide opportunities for youths at all levels and disciplines
- As a commission, we are actively seeking examples of good practice within all disciplines of cycling, across the country, pertaining to youth development from individuals, clubs, and provinces to deliver on these aims. Please send these to chair.youthcommission@cyclingleireland.ie

| Commission Members | Name | Phone | Email |
|--------------------|----------------|------------------|--|
| Chairperson | Gary McKeegan | +44 77 5186 3332 | chair.youthcommission@cyclingleireland.ie |
| Secretary | Brendan Whelan | +353 87 275 1129 | secretary.youthcommission@cyclingleireland.ie |
| - | Padraic Quinn | - | padraic.quinn@gmail.com |
| - | Peter Finn | - | peterfinntractors@gmail.com |
| - | Eugene Jackson | - | eugene@bmxireland.ie |
| - | Liz Roche | - | runliz@gmail.com |
| - | Orla Hendron | - | orlahendron@hotmail.com |
| MTB rep | TBC | - | - |

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ANTI-DOPING REPORT

Ensuring a clean and fair playing field across all disciplines of cycling continues to be an important aim for Cycling Ireland.

Notwithstanding the curtailment of events in 2020, a number of anti-doping initiatives, tests and activities have been undertaken in the fight against doping.

The role of Anti-Doping Officer was undertaken in an Interim capacity by Matt McKerrow in early 2020 until CI staff member Donal Gillespie took over the role in July. Donal will be known to many as CI's Safeguarding Officer, and given the natural alignment of ethics and compliance between child protection and anti-doping Donal is a logical choice to fill the role.

The ADO role includes supporting the functions of administering the Registered Testing Pool (RTP), ensuring all athletes maintain their Athlete Whereabouts requirements, administering any requests for Therapeutic Use Exemptions (TUEs) and notifying those tested of the results of any tests undertaken.

The ADO also undertakes education with coaches and athletes within training camps and via outreach at events.

During 2019/20 Craig Dowling (HP Administrator), Margo Finnegan (CI Programmes Co-ordinator) and Matt McKerrow (CEO) all qualified as Sport Ireland anti-doping tutors.

The statistics of tests undertaken to date in 2020 (to 30 Sep) appear below.

As ever, the key message for all cyclists, regardless of discipline, age or ability is anti-doping is a both a key concern and integral facet of the compliant operation of the Federation – and as such you can expect you may be tested at any Cycling Ireland sanctioned event. As doping offences carry strict liability you are responsible for the substances with which you fuel your body and which are detected in your system via testing.

A great deal of additional resources are available at the following links:

<http://www.cyclingireland.ie/page/high-performance/anti-doping>

<https://www.sportireland.ie/anti-doping>

If you have any further queries please contact CI Anti-Doping Officer Donal Gillespie via antidoping@cyclingireland.ie

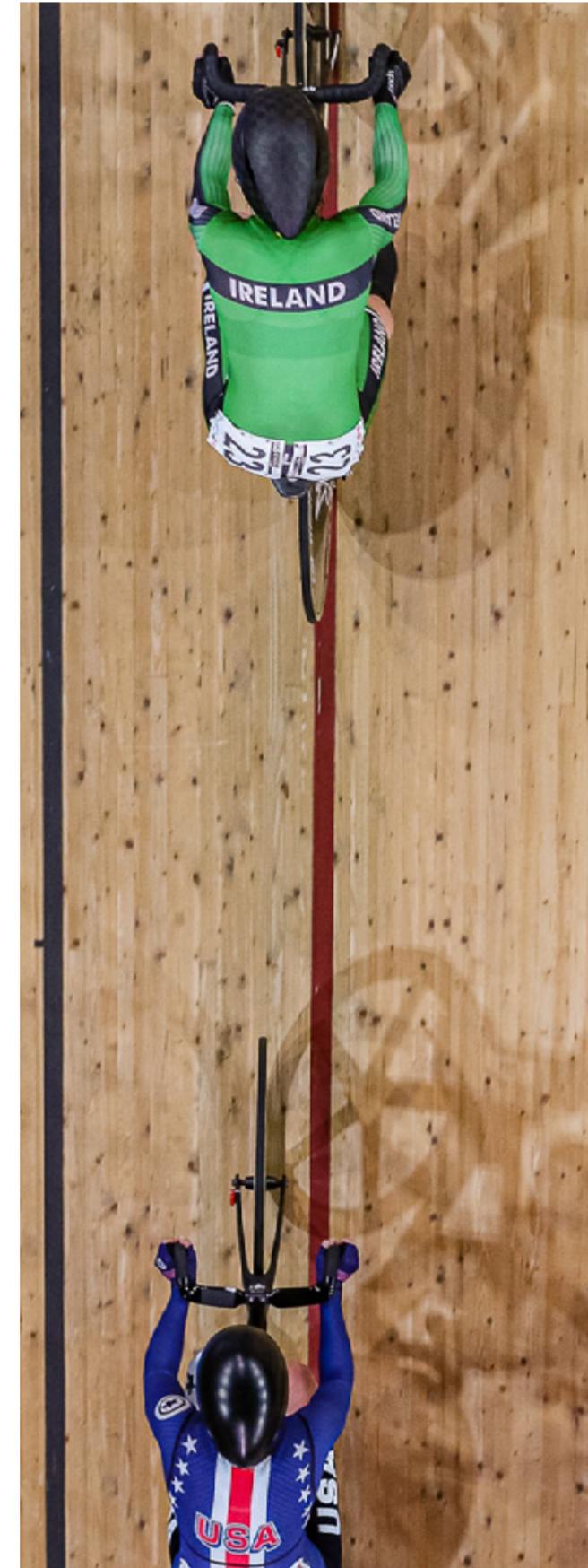
Tests to date in 2020 (at 30 September):

- Out of Competition: 57 (57 negative results)
- Within Competition: 11 (11 negative results)

Therapeutic Use Exemptions Granted: 1

Some of the Events where testing was undertaken in 2020:

- National Track Championships
- National Road Championships
- National Criterium Championships
- Masters Road and TT Championships



CYCLIST.IE REPORT



2020 Overview

Cyclist.ie is the network of cycle advocacy campaign groups all around Ireland. Our vision is that cycling becomes a normal part of transport and of everyday life. We are the Irish member of the European Cyclists' Federation (ECF).

We have been campaigning for greater investment in cycling through our pre-election engagements and Pre-budget submissions. We were delighted to see that our work has paid off, and the 2020 Programme for Government is extremely ambitious for cycling including a commitment that 20% of transport spending will go on cycling and walking projects.

Covid-19 has of course also been a game changer, and Cyclist.ie engaged closely with Local Authorities to encourage them to reallocate space for cycling. We are making great gains on this and we launched a major statement on Cycling in Rural Ireland, which will be of interest to many Cycling Ireland members. We followed this up with a very positive meeting with Minister Eamon Ryan. We continue to make submissions on planning consultations that will affect cyclists countrywide.

Overall our advocacy network has grown steadily in 2020, with approx 25 campaign groups working hard across the country to make cycling safe for all ages and abilities - [See cyclist.ie/map/](https://cyclist.ie/map/).

Strategic Objectives 2021

Cyclist.ie is currently working on its new strategy. The draft list of objectives below will be debated more fully by members before being formally adopted:

Our campaigning objectives will focus on:

- Shaping public opinion on everyday cycling and active travel
- Ensuring that 10% of the government's transport capital expenditure is spent on cycling schemes as per the Programme for Government
- Ensuring that the Department of Transport's new Sustainable Mobility Policy is suitably ambitious as regards Active Travel, and that it includes a special focus on Rural Cycling.
- Ensuring that the Regional Transport Strategies are revisited / revised so that cycling is at the centre of their visions

- Ensuring that the government's cycling design guidance / standards are revised, and that all new infrastructure is of a high quality
- Advocating for road traffic legislation to be revised so as to improve the safety of cycling

Our organisational objectives are:

- To adopt and begin to implement our new five year strategy
- To support our (approx) 25 local campaign groups to become stronger advocacy bodies at a local level
- To develop stronger alliances with Cycling Ireland and An Taisce, and to engage more closely with the European Cyclists' Federation regarding EU level transport and road safety legislative processes.





COLLEGE OF COMMISSAIRES REPORT

2020 Overview

While 2020 has been a trying year for our sport, the College of Commissaires remains committed towards ensuring our sport takes place in a fair, sporting and safe environment. In response to Covid-19 we drafted a set of guidelines specific for Commissaires whilst also assisting Cycling Ireland with the various guidelines. Commissaires have been continuing to officiate at events in all disciplines whilst respecting Covid-19 guidelines. As we move

into the Cyclo Cross season, we have been very much involved in coordinating with the Off-Road Commission the various regional calendars and are currently working on standardising the various elements of the discipline across the four provinces. The College of Commissaires continues to be available to provide advice on matters of a technical nature utilising its expert knowledge of both UCI and Cycling Ireland Regulations.

Strategic Objectives 2021

The College of Commissaires continues to provide technical and official services to events in 2021. It will continue to work with Cycling Ireland, Commissions, Provincial Executives and Clubs to ensure the highest standard of service can

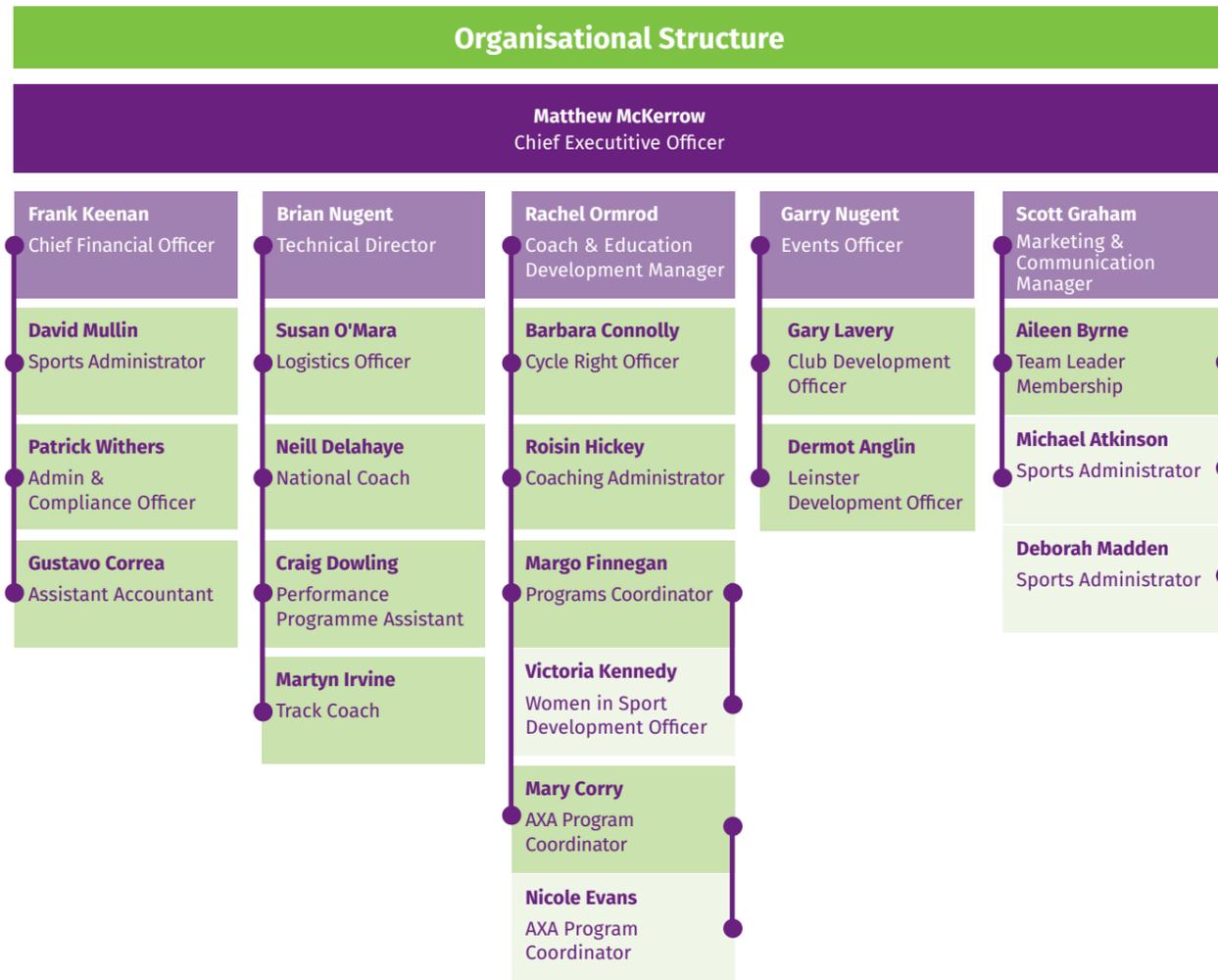
be delivered in accordance with the 2020 - 2024 Strategic Plan. This will be achieved through continuation of training and the delivery of technical related seminars.

| Commission Members | Name | Phone | Email |
|----------------------|----------------|-------|---------------------------------|
| Chairperson | Paul Watson | - | paulwccycling@gmail.com |
| Secretary | Gary McIlroy | - | garymcilroy83@hotmail.com |
| Treasurer | Jack Watson | - | jackwatson@onetel.com |
| - | Oliver McKenna | - | olivermckenna1@gmail.com |
| - | John Breen | - | dermot.anglin@cyclingireland.ie |
| Munster Coordinator | Brian Jordan | - | brianjordan101@gmail.com |
| Ulster Coordinator | Laura Wilson | - | lwcyclingireland@gmail.com |
| Leinster Coordinator | Pat Moss | - | patcepta@hotmail.com |
| Connacht Coordinator | Daire Mooney | - | connachtcycling@gmail.com |





APPENDIX



2020 Membership Fee Structure

| 1 | Membership Fees | Euro(€) | Stg(£) |
|---|--|---------|--------|
| | Youth & Juniors | | |
| | U8/U10 (Limited Competition Only) | €10 | £9 |
| | U12/U14 (Full Competition) | €20 | £18 |
| | U16* (Full Competition) | €35 | £32 |
| | Junior* (Full Competition) | €50 | £45 |
| | Adults | | |
| | Leisure Member Leinster, Munster, Connacht | €50 | £9 |
| | Leisure Member Ulster | €56 | £50 |
| | Limited Competition* | €80 | £72 |
| | Full Competition* (Student Discount 50%) | €135 | £122 |
| | Cycling Supporter (Existing Members Only) | €20 | £18 |
| | Life Membership | €2,500 | £2,252 |

*€30/£27 Supplementary fee applies to any Un-attached members (people who are not members of an affiliated Cycling Ireland Club)

2 Club Fees 2020

| | | |
|---|------|------|
| Club Affiliations | | |
| Existing Clubs (Plus applicable provincial fee) | €150 | £135 |
| New Clubs (Plus applicable provincial fee) | €100 | £90 |
| Provincial Fees | | |
| Leinster | €130 | |
| Connacht | €140 | |
| Munster | €150 | |

3 Event One Day Licence Fees (ODL's)

| Leisure ODL's | | |
|--------------------------|-----|-----|
| Leisure - Youth | €2 | £2 |
| Leisure - Adult | €3 | £5 |
| Competitive ODL's | | |
| Youth (Non-CI Members) | €2 | £2 |
| Juniors (Non-CI Members) | €10 | £9 |
| Adult (Leisure Members) | €10 | £9 |
| Adult (Non-CI Members) | €20 | £18 |

4 Miscellaneous Fees

| Other Fees | | |
|---|-----|-----|
| Indemnity Letter <i>Youth Training & Racing application FOC</i> | €60 | £54 |
| International Authorisation <i>Require if competing in UCI races abroad. Passport style photo to be included</i> | €20 | £18 |
| Hire of Photo Finish Equipment | €30 | £27 |
| Each Additional Day <i>Operators costs to be borne by the organiser</i> | €15 | £14 |
| Replacement Licencee | | |
| With Bank Number | €20 | £18 |
| Without Back Number | €10 | £9 |

5 Renewing Leisure

| Renewal Month | Numbers | 31/12/2020 | 31/12/2021 |
|---------------|---------|------------|------------|
| Feb 20 | 1328 | €46 | N/A |
| Mar 20 | 1219 | €42 | N/A |
| Apr 20 | 1024 | €38 | N/A |
| May 20 | 729 | €34 | N/A |
| Jun 20 | 573 | €30 | N/A |
| Jul 20 | 330 | €26 | €76 |
| Aug 20 | 166 | €22 | €72 |
| Sep 20 | 67 | €18 | €68 |
| Oct/Nov 20 | 7 | N/A | €50 |



Registered Office:

The Clockhouse
Sport Ireland Campus
Snugborough Road
Blanchardstown
Dublin 15
D15 CXC2

CRO Registration No: 134567

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