

EMERALD
WARRIORS
RFC

Emerald Warriors RFC
Annual Report 2022-2023

JULY 2023





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Introduction

Fellow Warriors hello and welcome to our season 22-23 annual report. The following annual report was prepared by our committee, some members of our sub groups and coaches to ensure that all members and our stakeholders are fully informed of all the activity and achievements of the club over the last year.

Throughout this report all areas completed are in line with the club's strategy to achieve our objectives of our five core goals or pillars in our strategic plan.

1. Performance
2. Wellbeing and Duty of Care
3. Research and Events
4. Sustainability of the Club
5. Voice of Diversity and Inclusion in Sport

A heartfelt thank you to all our members this season and for the support throughout. I'd like to express the utmost gratitude to our committee, coaching team, volunteer members, our trustees, supporters, sponsors, partners and stakeholders for bringing together an incredibly productive season to be proud of, working towards our vision of being the leading inclusive rugby team in Ireland and beyond.

#TryWithPride



Richie Fagan,
Club President





Committee Members 2022 / 2023

The Club was incredibly grateful for the 2022/2023 committee who brought so much energy and commitment to the forum this year. This has had a hugely positive impact on the Club and how it operates. Thank you to each and every one of the committee members this year for a fantastic job.



Richie Fagan
Club President



Bernard Hanratty
Vice President



Eamon McConomy
Treasurer



Aaron Doyle
Membership Secretary



Graham Kelly
Club Secretary



Pauric Cave
Committee Member



Simon Murphy
Committee Member



Graham Flaherty
Committee Member



David Donnelly
Committee Member



Eoin Blaney
Committee Member



President's Report

Our 2022/2023 season has been extremely busy, productive and seen large encouraging areas of growth in club. Working closely with our committee and members in charge, I have been heavily involved in areas of new membership, coaching, finance, nurturing existing and adding new partners and sponsorship, along with partaking in working groups with key stakeholders.

Starting off the season on the back of returning from a fantastic win and achievement for the club winning the Bingham Plate in Ottawa, had its challenges heading into the Leinster Metro League. Hugely encouraging to have such a large and strong new membership come through our player pathway with full contact teams and going from strength to strength.

Naoise membership thriving, improving with regular training and great performances throughout the ITRA leagues this season. The buzz and excitement with establishing our women's (Azure) team is also hugely encouraging. We couldn't ask for a more enthusiastic and driven bunch.

Four teams represented the club at Union Cup, including for the first time our incredible women's plus team. Rounding off the tournament, Green team bringing home Union Cup Bowl was fantastic and well deserved, especially after such a tough season.

Partner sponsorship remains our largest income stream for the club. We have spent much of the year renegotiating contracts, resulting in increased sponsorship and expanding duration of contracts.

Stakeholder engagement and collaboration was up this year. The most challenging engagement that took place was with IRFU on their new Gender Participation Policy 'blanket ban' on a section of our community, it was hugely disappointing and regressive, further reducing spaces for transgender people to exist safely, impacting rugby, sport and our society. We explained at length the risk, fall out and repercussions of this policy, accelerate into other sports and transphobia overall. We struggled to have a change to this blanket ban. We appreciate the continued conversation and support as push forward to make rugby for all, we understand this is not a quick fix and there is a long road ahead of us.

I was invited to work with Leinster Rugby on a Leinster League Review with the objective of establishing a structure at the less competitive levels that reflects player's and club's needs. This involved one meeting a month, and working with different individuals from the sub group once a week. The report with recommendations will be made available to all clubs following the competitions committee review.

Other organisations, we worked closely with this season, assisting with their new strategic plan, Outhouse. Wilson Hartnell through Behaviour and Attitudes, in work around LGBT+ in sport in 2023 and beyond. Hosting, our largest fundraiser event in the history of the club and a very special, memorable 20th anniversary party, huge well done to everyone involved, bursting with pride.

The season was not without its challenges, with such growth comes many growing pains. The adversity, willingness, ambition and incredible hard work of the committee, coaches, sub groups, trustees, and member support has helped us deliver on the many successes this season. All of you contributing towards our vision of being the leading inclusive rugby team in Ireland and beyond. I am very grateful to you all and look forward to continuing our work in the season ahead.

TryWithPride
Richie.





Vice President's Report

Bernard Hanratty here, I am a pavilion member, co-opted onto the committee in October 2022, bringing a wealth of strategy and governance experience to the club. I then assumed the position of Vice President in December 2022 when Philip Purcell announced his departure from the club to pursue his career abroad.

I identified committee burn-out as one of the key challenges facing the club, and that greater clarity on roles and responsibilities would help reduce this. Three initiatives were undertaken.

The first initiative involved a workshop where the Committee brainstormed, and grouped all activities of the club under 9 pillars. For each pillar one committee member was assigned primary owner, and a second committee member was assigned as back-up. Each committee member, with the exception of the President, had one primary and one secondary pillar (as back-up) to manage.

Together with the coaches and team captains, then completed a similar exercise with regard to the coaching structure and match day preparation. A matrix of responsibilities was completed for each of the Head Coach, Coach, Team Captain, Team Manager and Committee Coaching Rep. Responsibilities were assigned for Coaching Plans, Coaching Delivery, Coach Development, Match Day Preparation, Tour Management, etc.

And finally a meeting of the club was held in February 2023 as a rally call to encourage playing, and non-playing, members to step-up to assume voluntary roles. Positions relating to admin for the coaches, medics, team manager,



events and tours sub-committees were presented. There was a modest response (for which we are grateful). Hopefully other seeds in relation to the importance of volunteerism were also sown.

With an eye to the 2023/2024 season and beyond, I have taken the lead on negotiations with The High School on training and other facilities to support the growth of the club. These discussions are ongoing and will hopefully draw to a successful conclusion soon.

Finally, I am on a recruitment drive for Coaches. The ambition is to create a sustainable coaching structure, retaining the passionate and skilled coaches we have, while augmenting the coaching team with fresh talent from within and outside the club. All coaches will be given a 3-year training contract, with mutual termination rights. This will allow us to implement a medium term coach development plan for the club, and provide essential continuity.



Treasurer's Report

It's been an extremely busy year for the club, with two tournaments and a 20th anniversary celebration to conclude it in style. This had an impact on our financials, with the profit reducing to €2.8K [2022: €13.8K] for the year. The anniversary event was an opportunity to say thanks and bring new and old friends together. When this exceptional spend of €11.5K is removed an adjust profit reflects €14.2K would have been achieved, a slight improvement on last year's profit.

Income increased year on year by €41K. Our partner's sponsorship has been the major driver for this. A new five-year deal that has been shared earlier in the report with Bank of Ireland is an endorsement on how they value our partnership and we are excited what lies ahead. Subscriptions increased by €3.8K which is great, as a strong membership bodes well for the long-term health of the club. The work to introduce our female plus team has contributed to this, thanks to all involved. Fundraising again reached new levels this year, with The Queen of the Warriors contribution of €17K illustrating the success of it and all events.

Expenses have increased by €52K to €120K for the year. The increase to both match day [Jerseys spend of €9.7K] and Tournament costs of €46K help explain this. When reviewing these we must consider the increase in sponsorship and offset this with the activation element. €26K was provided under Activation directly related to tournaments and jerseys. Non-contact spend reduced as investment had been made last year on equipment and promotion via the Pride blitz event.

Balance Sheet		2023	2022
Financial Investment:	Government Bonds	85,000	85,000
Fixed Assets		510	253
Current Assets:	Stock	2,436	987
	Debtors	35,954	18,495
	Cash	29,586	40,622
Total Assets		153,486	145,357
Current Liabilities:	Creditors	15,085	9,718
Total Assets less liabilities		138,401	135,639
Capital Account	Reserves	135,639	121,856
	Profit / (Loss)	2,762	13,783
Total Capital		138,401	135,639

Profit and Loss			2023	2022
Income:	Subscriptions		28,966	25,159
	Fundraising		22,051	17,220
	Sales		424	341
	Sponsorship		69,495	28,500
	Grant		-	9,152
	Other		1,794	1,206
Total Income			122,730	81,578
Expenses:	Match Day	Contact	(29,681)	(20,162)
		Non Contact	(5,950)	(12,268)
		Tournament	(49,600)	(3,453)
	Administrative		(22,509)	(31,498)
	Other		(12,229)	(414)
Total Expenses			(119,968)	(67,795)
Profit / (Loss) in period			2,762	13,783

The club's balance sheet position remains healthy. Five-year government bonds are due to mature in 2025 and 2026. Liquidity of the club is good, with a strong cash balance.

Debtors are all collectible with sponsorship of €35k due to be received. Accruals make up the majority of the creditors balance. These relate to the 20th Anniversary [€12.4K] and tournament payments owed [€0.9K]. These payments have been made in May and reflected in this year's accounts. Stock increased due to the purchase of ties / cravats as well as budgie smugglers for purchase via the club store.

Our Accounts continue to illustrate a balance of steady income stream and spend as an investment in our membership. Thanks to all for supporting the events organised and please share suggestions for growth and improvement with the committee.



Hon Secretary Report

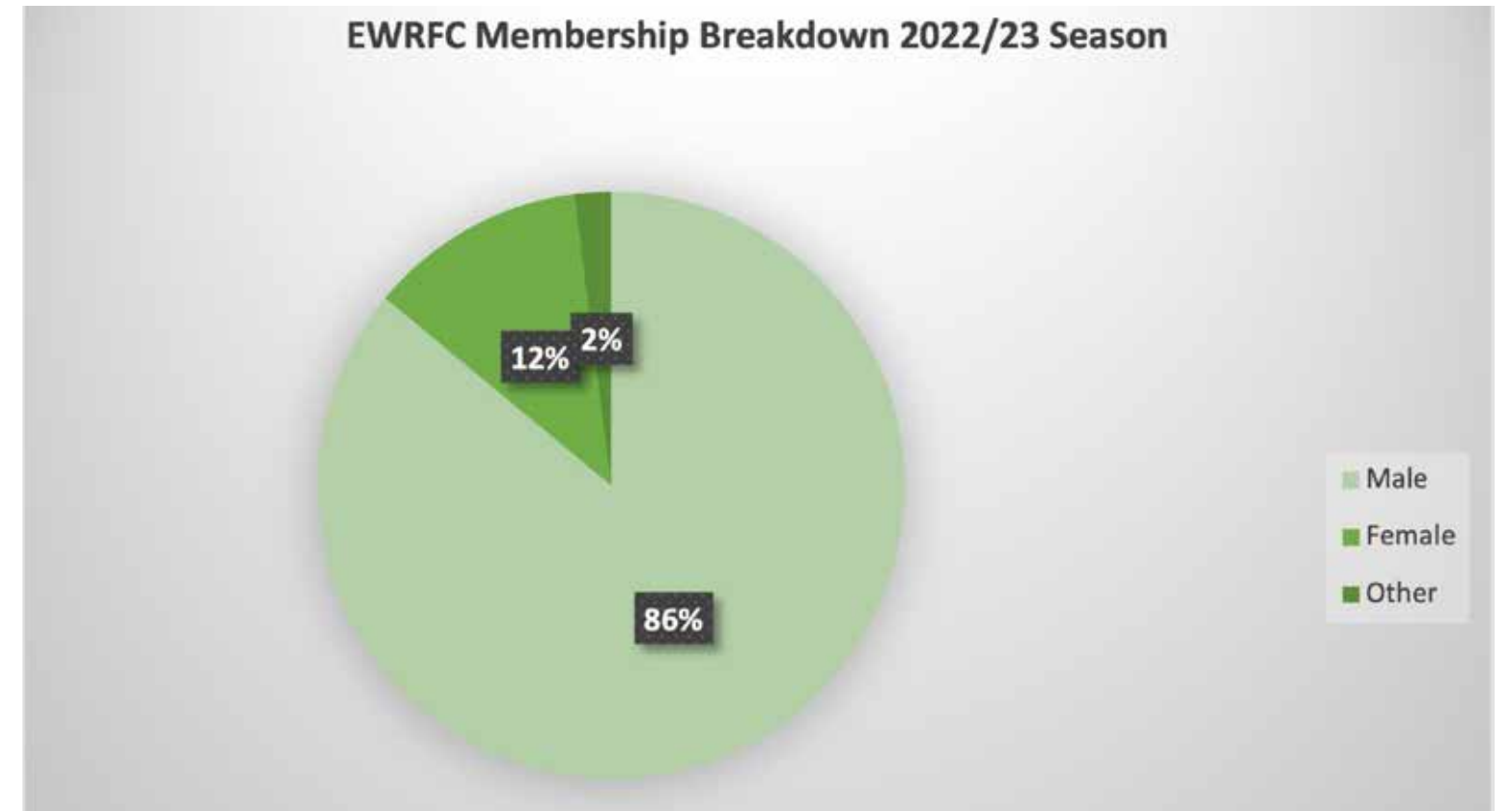
The club committee has met monthly since the last AGM in May 2021. There were also numerous meetings of the committee and subcommittee on an ad hoc basis as the need arose over the last year. Meetings varied from 30 minutes to over 3 hours, depending on the agenda and items to discuss. Meeting minutes and actions were recorded and approved during these meetings, with reports from different leads being communicated and discussed. I would like to take this opportunity to thank this year's committee for their incredible work and commitment since our appointment and for the collective effort that was made to realise so many of our goals and objectives. I feel that the Club is in a much stronger position as a result and look forward to enjoying those benefits with our members in the future.



Membership Secretary

The 2022/23 Season has seen the club grow to 216 members which is an increase of 8% on 2021/22 season. The club is made up of a blend of members of the LGBTQ+ community and allies. Leveraging the momentum generated from the introduction of the club's non-contact offering Naoise, the club introduced our first Women's + team to continue to increase the gender diversity within our club and be more representative of our community.

The 2022/23 season has seen the club increase our gender diversity and now 30 members identify as Female, Non-Binary or Queer. This is a 76% increase from 2021/22 season and while we still have a long way to go the club continues to move in the right direction.





Strategic Plan

The 2022/23 Season marked the second year of the Emerald Warriors Rugby Football Club's (EWRFC) Strategic Plan. The EWRFC Committee (The Committee) worked with the Coaching Team, Volunteers and members to deliver this strategic plan. We look forward to building on what has been an incredible two years under the strategic plan for the Club.

1. Performance

The Emerald Warriors are committed to providing an inclusive and fun environment for all of our members to participate, enjoy and thrive within the sport of rugby to the best of their ability both on and off the pitch. Inclusion and participation are central to the Warrior's ethos and how we see performance.

Performance means many things within the club. Playing and competing to the highest standards are of course important elements of performance. Performance also means developing the skills and abilities of our members regardless of their experience.

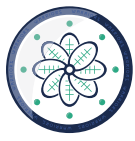
This involves developing many new players every season on a pathway from having little or no rugby experience to being equipped and ready to take part in competitive fixtures in both the Leinster Metro leagues and IGR tournaments. Many new experienced players also joined the club this season and were successfully integrated into our teams.

None of this is possible without the ongoing work of the coaches, committee, volunteers and players involved in planning and ensuring the club has adequate resources and training plans in place to drive club performance.



Since June 2022 the club has achieved the following in the area of performance:

- Continued investment in coaching training to develop coaches from within our club.
- Supported club members to volunteer on roles within teams such as team management and coaching.
- Provided guest coaching in general and specific areas such as strength and conditioning, scrummaging, line outs and tag rugby in order to develop both player and coaches skills and knowledge of the game.
- Invested further in training equipment to ensure high quality and safe delivery of training sessions for our increasing player numbers.
- Provided further training space at our home grounds for growing player numbers both within contact and non contact rugby.
- Achieved the ranking of fifth IRG club in the world and third IGR club in Europe following successful tours to Canada in August 2022 for Bingham Cup and Birmingham for Union Cup in April 2023.
- The introduction of an Azure women's + team, providing a pathway for women to play and enjoy contact rugby within the Emerald Warriors club. The team competed for the first time at the Union Cup 2023.
- Our Naoise team have progressed to their highest ever seeding within their ITRA league to date.
- Our Navy men's + team competed in Leinster Metro league 10, successfully integrating many new players who played rugby for the first time this season which is vital for the sustainability of the club.
- Our Green team fielded teams for every Leinster Metro 8 league fixture and maintained their position in the league for the 23/24 season.
- The club fielded four contact rugby teams at Union Cup Birmingham in May 2023 included three mens + squads and 1 womens + squad.



2. Duty of Care

Since June 2022 the club has achieved the following in the area of performance:

- Continued investment in coaching training to develop coaches from within our club.
- Supported club members to volunteer on roles within teams such as team management and coaching.
- Provided guest coaching in general and specific areas such as strength and conditioning, scrummaging, line outs and tag rugby in order to develop both player and coaches skills and knowledge of the game.
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In regards to our players mental Health, over 9 hours were spent in contact with mental health organisation gathering advise and resources for our members. Should you be suffering from a mental health crisis we implore you to reach out to your GP or welfare@ewrfc.ie where we can provide you with details of organisations which may be able to help. If you have any ideas on events which you would like see happen in the club regarding mental health please reach out to committee@ewrfc.ie we are constantly looking for ideas and volunteers.



In addition, we have also had committee members attend and become certified in suicide intervention, which involved a 4 hour interactive course. As a committee we also attended an evening hosted by TENI, which covered trans-inclusion in sport. This will be touched upon with in the diversity and inclusion piece, because of this training we have tackled our language and how to ensure there is a place for everybody on our pitches.

3. Research & Events

Throughout the 2023/23 Season the Committee has worked to progress delivery of this theme, this includes ;

An extensive events calendar for the duration of the 2022/23 was developed by the Committee and shared with members. Events included;

- Newbie/Launch of Season Night
- Christmas party
- Watch With The Warriors
- Tag and Touch Rugby Blitz with Sarsfield RFC
- Queen of the Warriors
- March in Pride parade
- 20th Anniversary Ball

In addition to the events listed above, the club hosted a Transgender Awareness Event. The panel of speakers included Aisling Gannon, Ailbhe Smyth and our members Guilia Valentino and Bernard Hanratty. We also supported Pride



Women’s Open Day as well as contributing on company talks e.g. Willis Towers Watson.

The Committee members continued to take part in many school talks at secondary levels. These talks focused on the club and what we do but also focused on peoples’ individual journeys of accepting their sexual identity. Homophobia, Biphobia and Transphobia sadly has continued to rise since over the last year. The club is working hard at all levels to ensure this is stopped by engaging with our key stakeholders and partners and continuing to educate people on the matter.

Annual Naoise Tag Summer Series also took place and was a great success with a number of new members joining as a result.

The club travelled to Ottawa to compete in the Bingham Cup in August 2022 and Birmingham to compete in the Union Cup 2023.

4. Sustainability of the Club

Partners and sponsors

Partner sponsorship remains a significant income stream for the club, with Bank of Ireland our lead sponsor. We have spent much of the year renegotiating partnerships, resulting in an increased sponsorship and expanding duration of contracts. Bank of Ireland is now a five year contract. The Mercantile George, Meaghers Pharmacy and DLA remain integral partners. Windsor Motors is our newest partner this year, we are due to meet to discuss how we can expand on working together in the new season ahead. Huge thank you to all our partners for their support



Strategic Plan – RF EMC

We have reviewed the strategic plan, taken time to assess what was achieved around our core pillars this season but also noting what we have to do. Thank you for the commitment and buy in from our committee and members, all leading to accomplishing strong results for a stronger more sustainable club. We’ll continue to engage, and discuss what is being done on our Strategic plan with members, allies and stakeholders

Grants – N/A

We have been successful with receiving a second grant this year from the IRFU. Work is going into Ireland Funds, with no promise of receiving previous grants, but relationships re-established with workshops planned on showing us how to apply, manage and cultivate the club going forward.

Home Grounds

Coming out of the pandemic, the landscape for partnerships in this area has moved. Working with consultants Onside we continue to Identify brands and organisations that could be prospective partners that have spaces, and other organisations that want to talk to about supporting our new home. I have also been working on identifying philanthropists/HNW individuals. We have been lucky to have introductions made this season to many key new stakeholders in this area and the work continues.

It cannot be overstated that the achievements and updates noted here could not have been achieved without the incredible support, energy and drive from you the members involved with the committee, and all in sub committees. I am very grateful to you all and look forward to continuing our work in the season ahead.



5. The Voice of Diversity & Inclusion in Sport

Membership

Inclusion has been at the forefront of the Club’s strategy. In the 2022/2023 season was a milestone year for the Club as we extended the opportunities for female member participation with the introduction of female contact rugby, building on the success of the introduction of the all inclusive Naoise Tag Rugby in 2021/2022. We have seen a huge response to the female contact rugby initiative. Following the success of the Union Cup (see below) we are hoping to enter a Womens’ team into the Leinster Metro league for the 2023/20224 season.

This year the club had 216 members, of whom 25 identified as female, 186 identified as male and 5 did not declare a gender. Of this number 97 were full contact members, 61 were non-contact members and 58 were pavilion members.

At Union Cup 2023, the European-wide inclusive rugby tournament of IGR (International Gay Rugby) hosted in Birmingham, the Emerald Warriors sent a record-breaking 105 Warriors spanning 4 teams (3 male and 1 female) to represent the club. This year of course, was the very first time we’ve had a Womens team from the Emerald Warriors compete in an international event.

Community Outreach

The Club is committed to educating the broader community on what diversity means in sport. Our members and stakeholders have been involved in numerous panel discussions, podcasts and articles. Furthermore, members have taken the time to visit schools and various organisations highlighting the positive influence that Sport has had in their lives, and its importance overall.

Collaboration

We as a club have been described by our Sponsor Bank of Ireland as “Ireland’s leading LGBTQ+ rugby club” but we aim



to become the world’s most inclusive club. This means continuing our efforts to ensure that people of different race, religions, gender and ability feel welcomed in our club.

In particular we are committed to working with the IRFU around the ban Trans women from full-contact rugby. Our trans and rugby family need to be central to all discussion and we have requested the IRFU carry out its own research and review in search for a route to allow all Trans players to access rugby. We will also engage with the umbrella LGBT sports organisation Sporting Pride to further the cause of LGBT inclusion in national sports policy, and to create inclusive sporting environments for all sports.

Education

This year we held our Follaine Transgender Awareness and Allyship evening to discuss the importance of this topic and underline our commitment to our community. The Committee also received Trans Awareness training from BelongTo, providing members with the opportunity to hear the lived experiences of others builds empathy and fosters solidarity. It also familiarises us with the appropriate language to use in speaking to, and of, our fellow community members.

Plans for 2023/2024

Leveraging off the foundation which has been laid in 2022/23 season, the Club plans to build on the following in 2023/2024:

- Develop and maintain a script for use in school educational talks and develop and train members to deliver presentations on behalf of the club.
- Develop and provide Diversity & Inclusion awareness training to club members and volunteers.
- Continue to work with and foster connections with LGBTQ+ clubs and organisations in Ireland and abroad. Provide separate dedicated changing and showering facilities for Female Members and Non-Binary / Trans Members should they wish to avail of them.

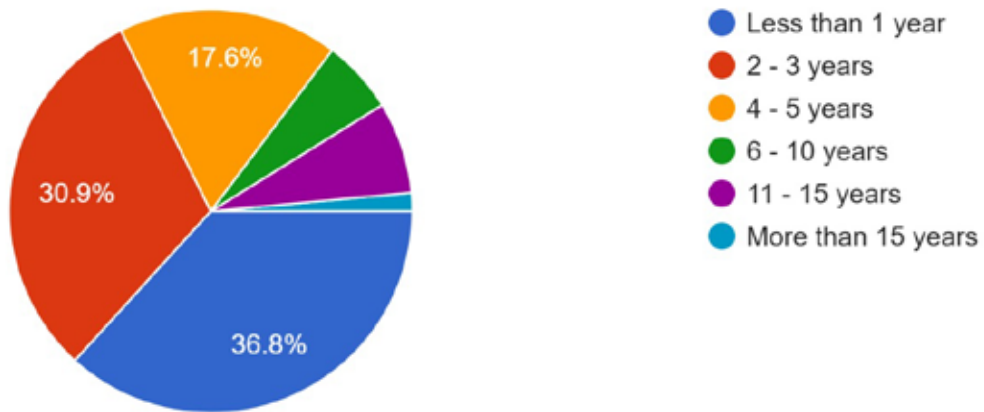




2022/2023 Survey

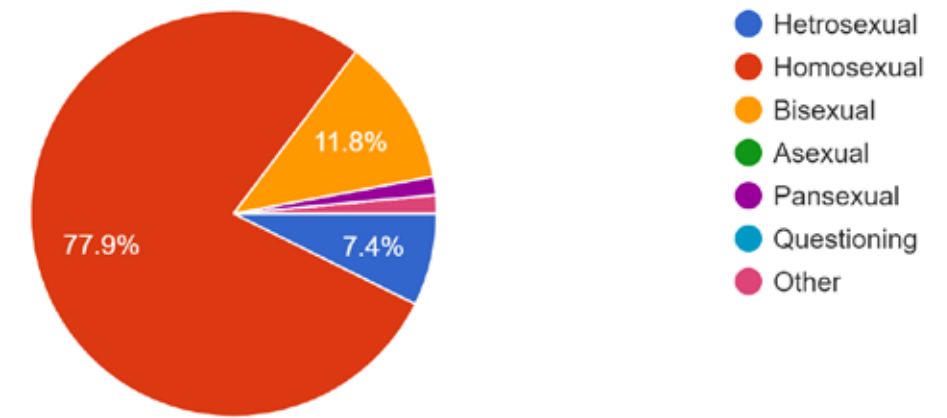
How long have you been a member of the club?

68 responses



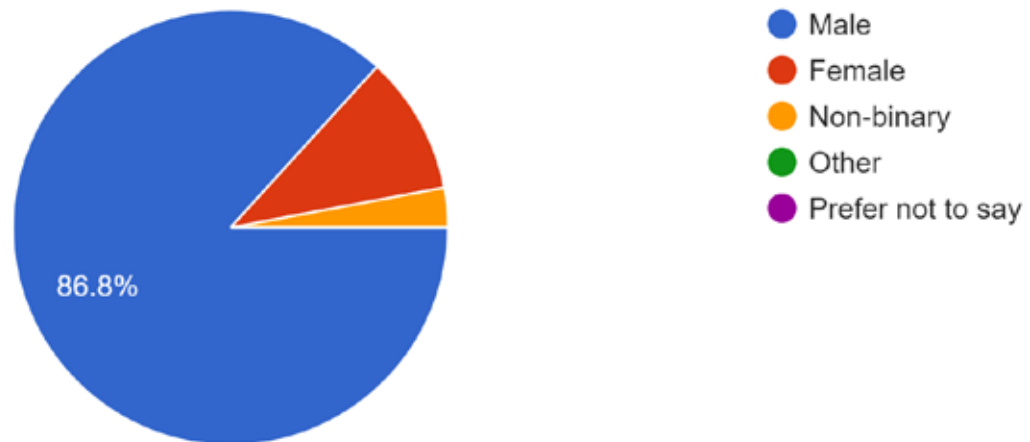
Which sexuality category best describes you?

68 responses



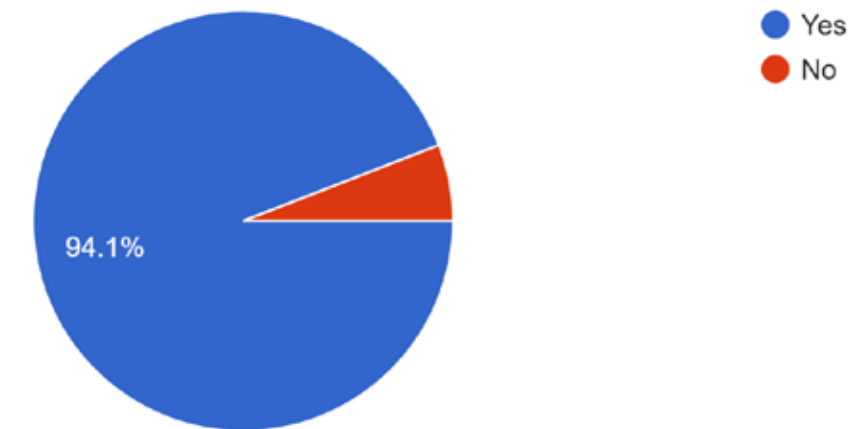
What gender do you identify as?

68 responses



Do you feel like a valued member of Emerald Warriors EWRFC?

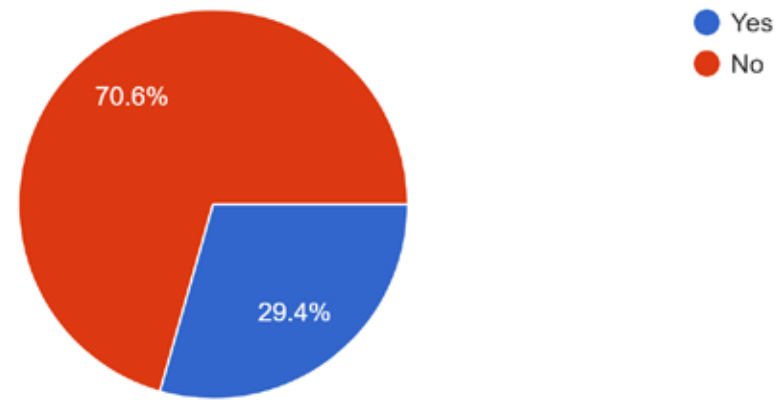
68 responses





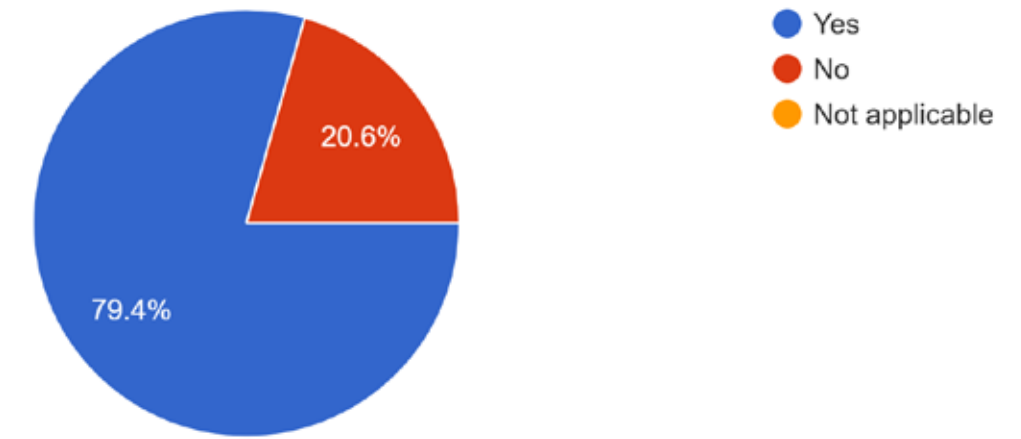
Before joining Emerald Warriors RFC, had you played rugby competitively in the past (e.g. with a club or school team)?

68 responses



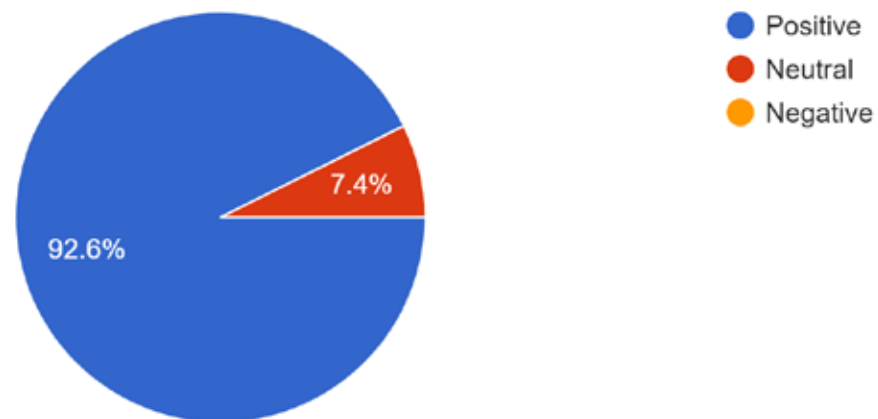
Have you ever experienced homophobic actions or language in your life?

68 responses



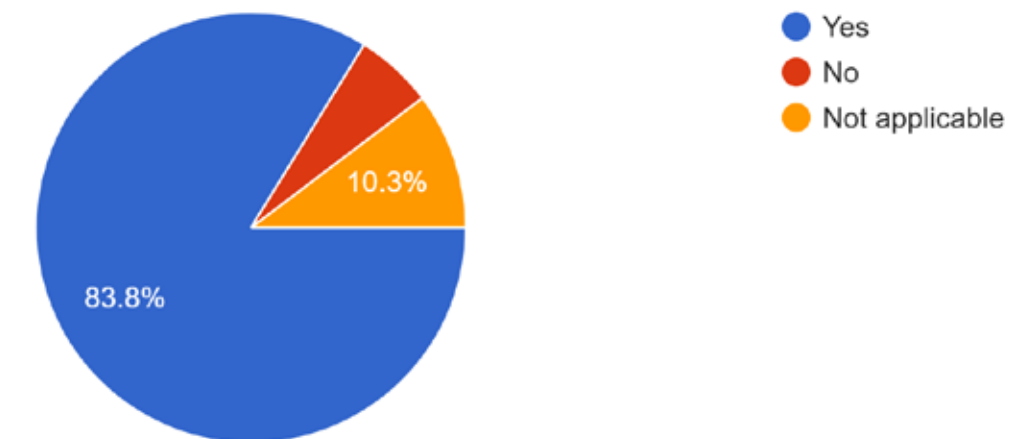
Since joining Emerald Warriors RFC, has the club had a positive or negative impact on your life?

68 responses



Do you feel your knowledge of rugby has improved this season?

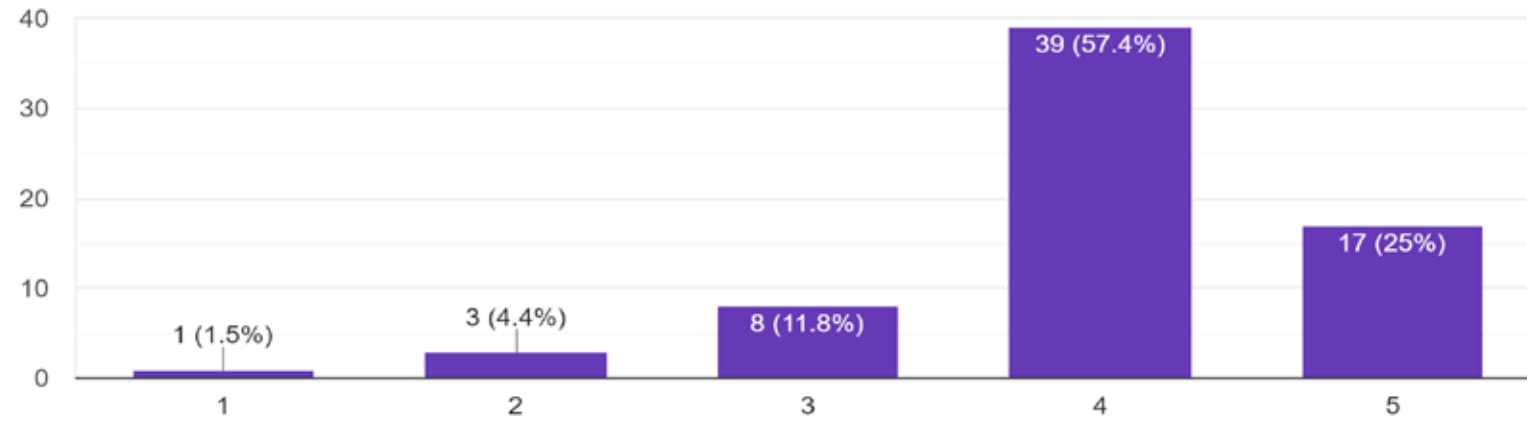
68 responses





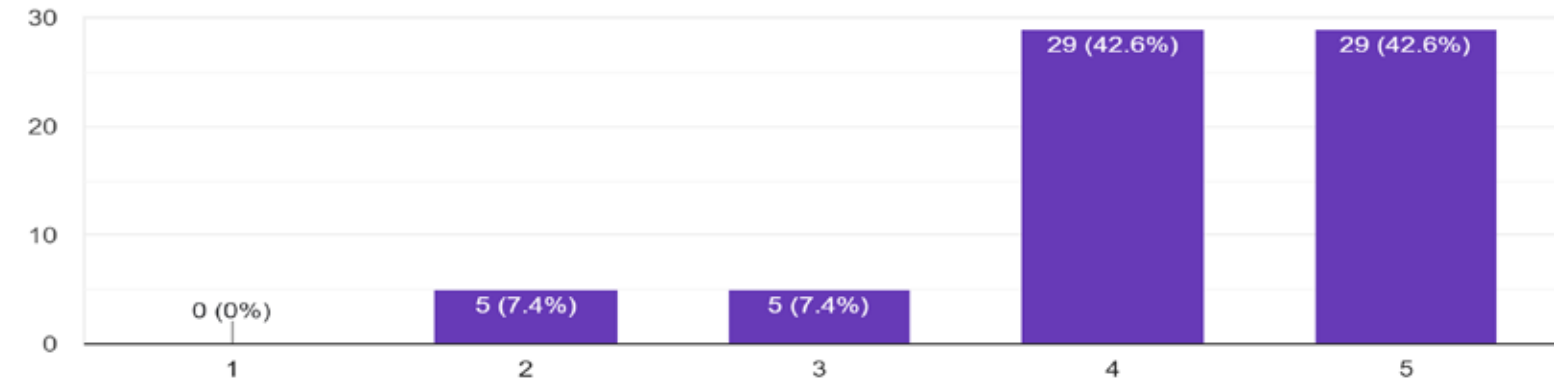
How would you rate the coaching team for the 2022/2023 season?

68 responses



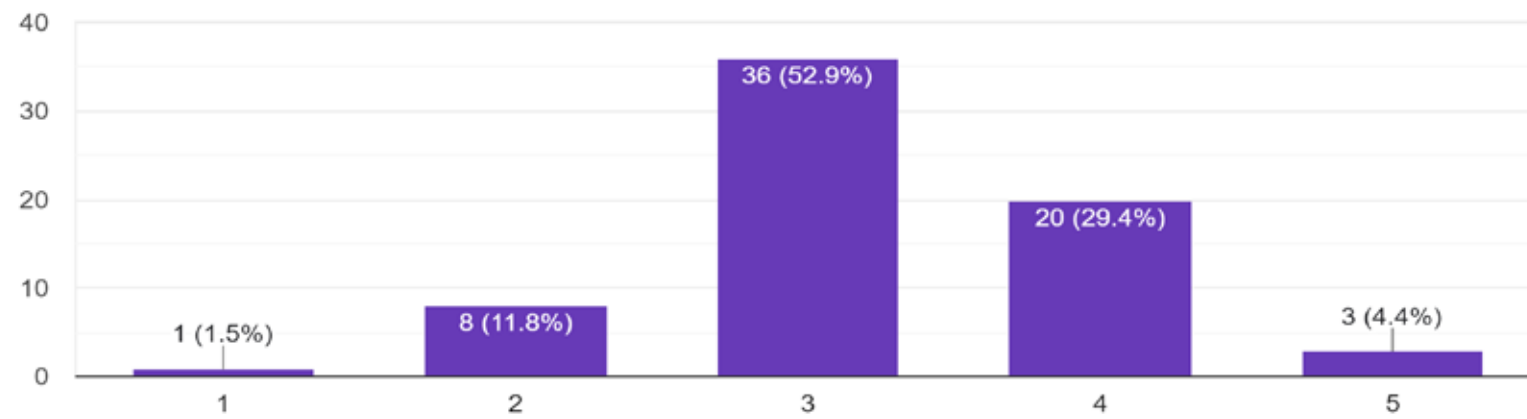
How would you rate the performance of the EWRFC Committee this year?

68 responses



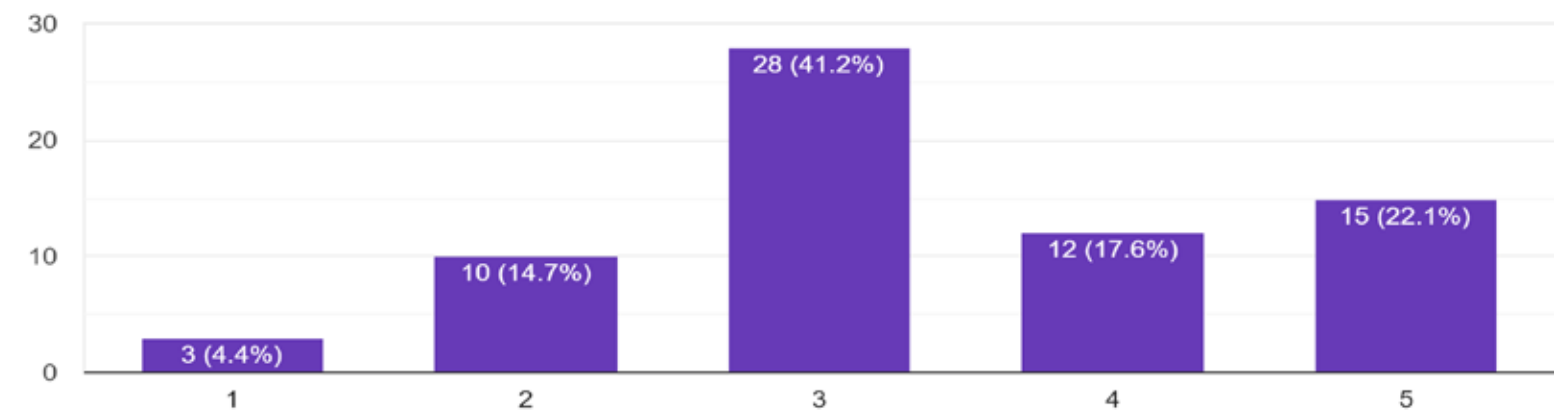
How physically fit would you rate yourself

68 responses



How would you rate the club's Folláine Welfare Programme?

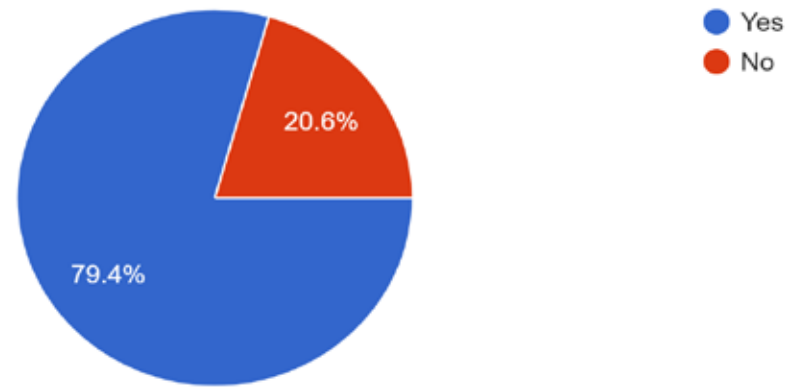
68 responses





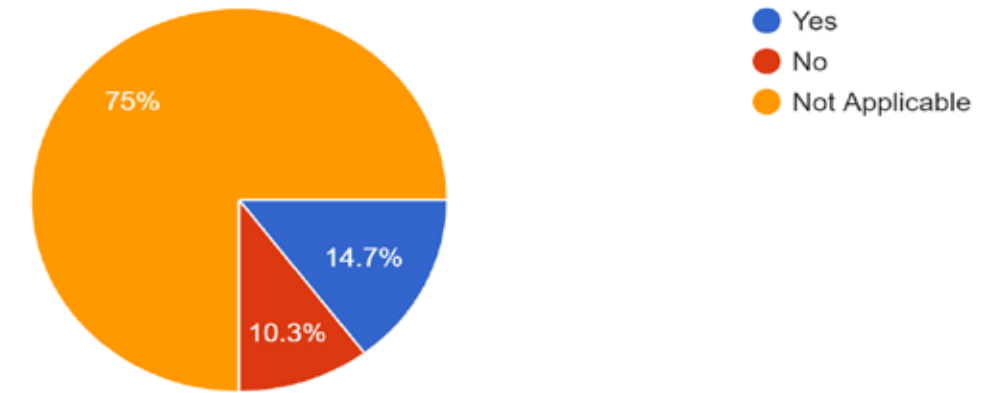
Do you feel you contributed sufficiently towards fundraising efforts for Emerald Warriors RFC in 2022/2023?

68 responses



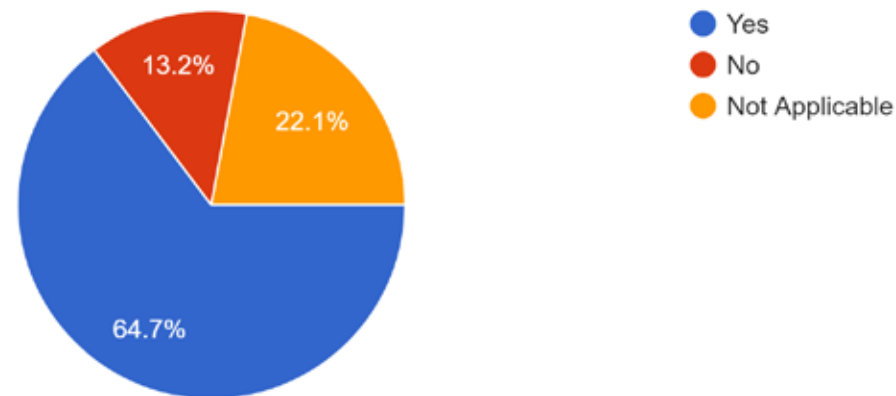
(NON-CONTACT SPECIFIC) Do you feel you contributed sufficiently towards attending both training and matches this season

68 responses



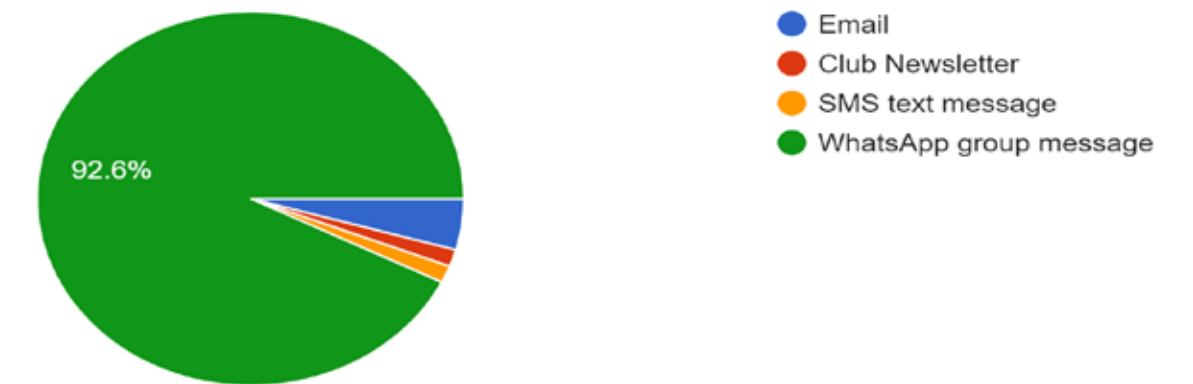
(CONTACT-SPECIFIC) Do you feel you contributed sufficiently towards attending both training and matches this season

68 responses



What do you feel is the best method of communication to reach you for time-sensitive in-club updates?

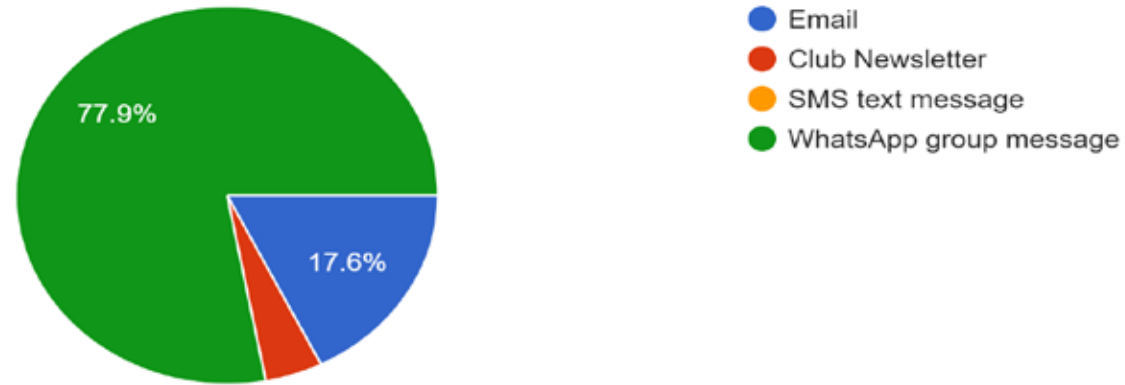
68 responses





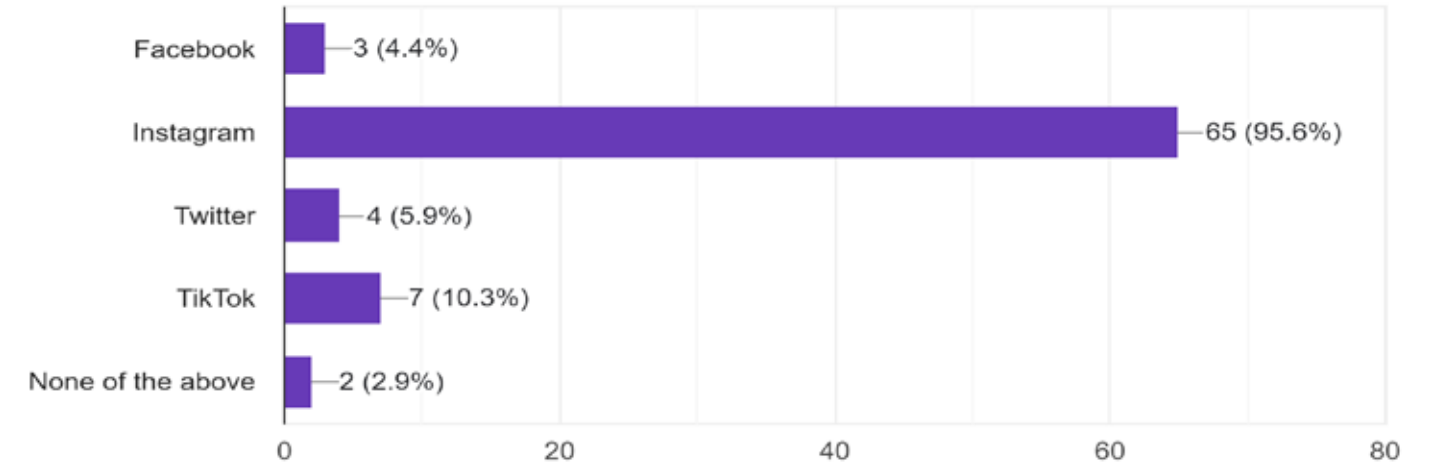
What do you feel is the best method of communication to reach you for general updates?

68 responses



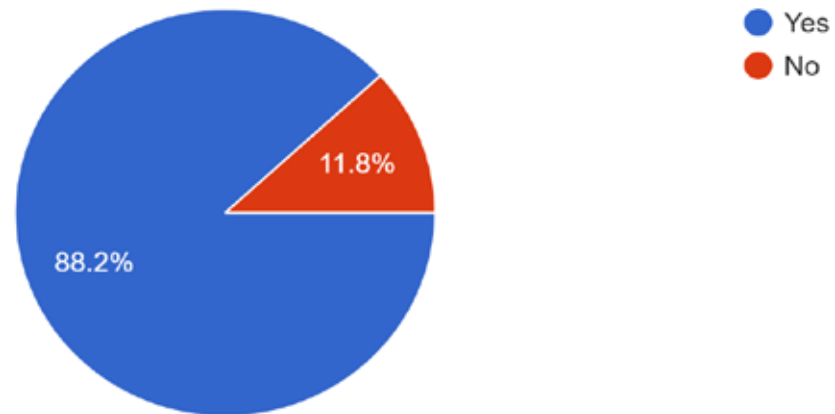
Which of Emerald Warriors RFC's social media platforms do you use most frequently?

68 responses



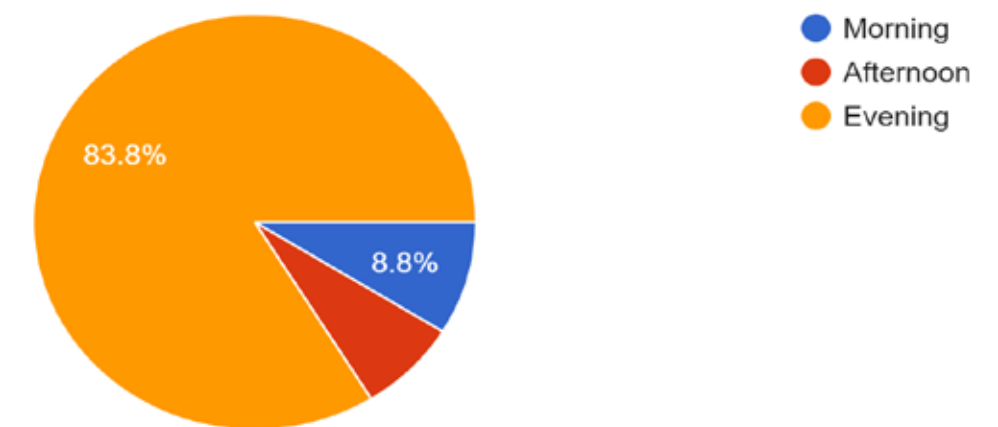
Do you read the Emerald Warriors RFC newsletter?

68 responses



What time of day are you most active on social media

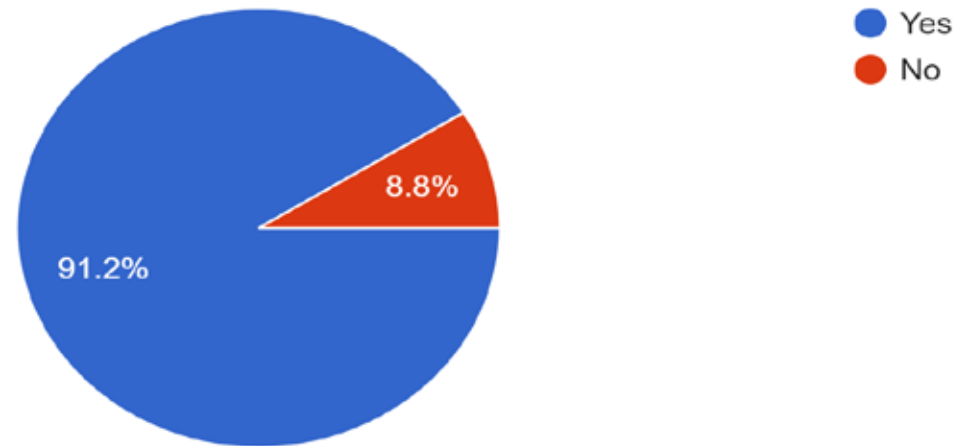
68 responses





Do you feel you receive enough information about Emerald Warriors RFC?

68 responses



Is there anything else you wish to say regarding the club in 2021/2022?

1. **Thank you** for all the work you do in the committee.
2. Some odd questions, do I feel that I contribute to the club, a bit strange. Questions are odd, have I ever been homophobic bullied. What does this inform about the club it's self? This survey is a **missed opportunity** to gauge the true feelings of its members. Where has the internal bullying from a few years back? 25 of the club report yes back then.
3. The **communication** for every event this year has been extremely **last minutes**. In the past if a dinner was planned we were given a month notice. Same for Kangaroo Court at UC. I know the theme was picked over a month in advance since I live with the person who planned KC this year, so I planned accordingly, but the official communication only was sent 2 weeks before the event. It leaves members with little to no time to plan for the event (in the case of KC), or even block the evening to be able to attend the event (for the anniversary dinner). It has been very lastminute.com lately and going forward even a save the date would be appreciated.
4. **Communication** has not improved this year to be be informed of what the club is doing. It was promised it would at last AGM and it has not from a central perspective.
5. Consideration to make training less than 2 hours, 4 hours a week is a bit much.
6. Well done and **thank you**.
7. In lieu of a PDF newsletter - a quick short update via video (a tiktok/reels kinda thing) would help get our messages out there more and could help us get to know the committee more.
8. More utilisation of ClubZap (calendars).

9. On the Newsletter - I do read sometimes, not every week though. So it's not a blanket No on reading it. We need a few Warrior member events that are not paid to attend. It's getting costly to be a Warrior. High School grounds aren't great to train on. The Astro is painful to be tackled on etc. It would be great to get the teams on the grass more for games and full contact training. Please arrange matches with Cork team and some of UK teams - such as friendlies. **Inviting teams to Dublin or going to them**. I know Leeds Hunters would love to come play us in Dublin. Marcus and Will were very good coaches and very well received. Their selection of 2nd and 3rd teams was strong and most seemed happy with game time. **Strong coaching team**. Overall another good year for the club. Well done to the committee and sub groups!
10. **More social games/trainings/events** with other clubs please... Can we go visit the Hellhounds in Cork and Sarsfield in Limerick? Any other clubs we can be friends with too!
11. **Comms** are always **last-minute** and messy - club needs to get better at giving provisional info or being clearer on when info is coming. Coaching for the first team is actively bad - a straight man screaming at us that we "shamed the club" by losing a match is the antithesis of everything EWRFC should be. It is insane that our director of rugby quit mid year and there was no proper **communication** about it to members.
12. **Thanks to everyone** who is implicated in the committee or organisation for your amazing work. To be part of this club improves my **mental health** a lot. It's great our club has grown. But it doesn't feel like every faction of the club gets the same focus.
13. I think it was a great year, if a tough one. I do think that we should look to hero our Navy & Teal teams in ways that will build them up. Such as a Navy team vs Cork Hellhounds, and have a trip/event focused on them. Thanks so much to the committee for all the behind the scenes work you do. **You are changing lives**.
14. **Thanks to the committee** for all their hard work, ye do a great job!
15. Would love more funding to go towards the tag team for international cups.
16. I'm really happy I joined and I look forward to the next season.
17. Give **more notice for some events** or try to make events like the anniversary on a weekend instead of Friday. Also I'd like to suggest that it'll be a good idea to **arrange team trips** to improve the sense of team and community and get to know each other better since sometimes we don't get to know plenty of people in the trainings
18. I think it would be beneficial if the Navys had a specific backs coach, but I don't know if that's possible. Also with certain comments they can be a bit last minute or **change last minute** if it could be well in advance that would be appreciated to allow planning
19. **More pronouns**. Particularly bad at non-binary pronouns. I don't want to have to keep advocating for myself on an inclusive team. I think some people don't appreciate it and dismiss it
20. Great job this year, thanks for all the work. Just an idea but **more informal, low cost social events** for the team would be cool
21. Just **have loved every minute** of playing with Warriors



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