



MAY 2021

Emerald Warriors RFC Annual Report 2020–2021



CONTENT

Introduction	04
Committee Members 2020/2021	05
President’s Report	06
Vice President’s Report	08
Honorary Secretary’s Report	10
Honorary Treasurer’s Report	11
Coaching Team’s Report	12
Leinster Metro League Report	13
Sponsorship and Stakeholder Engagement	14
Club Awards 2020	16
Folláine Welfare Programme	17
Communications Report	18
Social Media Team Report	19
Review of the Club Constitution	20
Appointment of Club Trustees	21
Development of the Club’s Strategic Plan 2021-2025	22
Establishment of Club Grounds Steering Group	23
Club Annual Survey Findings	25



INTRODUCTION

Hello Fellow Warriors,

Thank you to all our members for sticking with us this season and for engaging with and supporting the Club during these unprecedented pandemic times.

I'd like to sincerely thank our committee, sub groups, coaching team, volunteer members, supporters, sponsors, partners and stakeholders for helping bring us together, albeit more virtually than expected.

The pandemic has pushed us to think outside the norm from training, events and planning into the future. On reflection, this has proven to give us an invaluable time to pause, focus, reconnect and work towards our vision of being the leading inclusive rugby team in Ireland and beyond.

Thank you to our members for the fantastic engagement on our new strategic plan, which will be the first of its kind for any rugby club in Ireland. This plan will inform and assist hugely with our planning going forward and provide a structure with clear goals we will no doubt smash in the coming years. The following annual report was prepared to ensure that all members of the Club and our stakeholders were fully informed of all the activity and achievements of the Club over the last year. Thank you to those who worked on putting this together on behalf of the Club's committee.

Richie Fagan
Club President

COMMITTEE MEMBER 2021

The Club was incredibly grateful for the 2020/2021 outgoing 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



Philip Purcell
Vice President



Tom Hogan
Honorary Secretary



Eamon McConomy
Honorary Treasurer



Vincent Kabongo
Committee Member



Aaron Doyle
Committee Member



Cesaire Tchoudjuen
Committee Member



David Donnelly
Committee Member



Simon Murphy
Committee Member



Justin Bjerkhoel
Committee Member



PRESIDENT'S REPORT

In 2020/2021 we used the down time from the absence of traditional rugby activities to strengthen the governance arrangements of the Club and steer it towards an even more inclusive and diverse organisation. This allowed us to identify opportunities and assess our strengths and weaknesses even further. From the independent review of our constitution, establishing a non-contact side of the Club, enhancing club management, increasing social media presence, improving stakeholder engagement and seeking out the best industry advice, it has been a busy year for the Club.

Membership

Retaining members during the pandemic was key, bringing as much as possible online to members with training and events. While overall, our membership contracted this year, we are confident that once restrictions are lifted, we will see an increase in those reengaging with the Club and its expanded offerings.

Coaching

Thank you to the incredible coaching team lead by Darren Morrin, who worked closely with Adrian Shanahan, Shane Dunne and Steve Curran who together brought a great offering on training with so much moving to online and remote platforms and challenging us in new and creative ways.

Also, a huge thank you to Sabrina Doyle for educating us on nutrition, to Shane Lennon for his yoga inputs and to Rob Sweeney for his support in preparing us for the return to training.

Club Trustees

For the first time the Club has followed through with the requirements of the constitution and appointed Club Trustees. Thank you to Shane Raftery, Stephen Gardiner and Richie Whyte for taking on these important roles for the Club.

Strategic Plan

The committee worked incredibly hard this year to ensure that the Strategic Plan for 2021-2025 was developed in consultation with our members. It was devised through the input and consultation with the Club's committee, members and stakeholders. I want to sincerely thank everyone who contributed to this significant piece of work and especially Tom Hogan and Aaron Doyle who led on it with such professionalism from start to finish. I am extremely confident that with the support and collaboration of our incredible members, allies and stakeholders that the objectives we have set out in this plan will be accomplished resulting in a stronger and more sustainable Club.

Wellbeing of Our Members

The Folláine Welfare Programme is now in its second year and this term we established a dedicated Folláine team that consisted of Daniel Sheridan and John Gavin who worked closely with myself and the committee. I want to sincerely thank everyone involved in this important initiative. We were also incredibly lucky to have two dedicated Welfare Officers in Kayleigh Foley and John Toner and we are extremely grateful for their work throughout this year.

Communication

Good communication is the key to running any successful organisation. Our regular newsletter delivered information to our members and stakeholders and maintained some connection with the Club for our members during times of isolation associated with the COVID-19 pandemic. Thank you to everyone involved in preparing and circulating the newsletters and for maintain good communications with our members.

Finance

Financially the Club is in a secure position despite coming out of a difficult pandemic period. With this in mind we worked hard to establish Club Trustees and legal partners to help us plan for and oversee how our Club is spending, reviewing grants annually and setting us up for the ultimate goal of own home grounds.

Fundraising

This function of the Club was hit hard during the pandemic; however, we have no doubt that in the coming months we will be able to bring this important function of the Club back to pre-pandemic levels.

We are extremely grateful to the Purcell family and all in Rock Bingo for helping with the Club's lotto and for assisting and covering all registration and legal costs for a license.

Partners and Sponsors

Partner sponsorship is our single biggest income stream and we are incredibly grateful to have a line-up of top-tier sponsors and be the envy of many clubs. While COVID-19 has cut short engagement and activation with our partners and its members, there is a plan for a partner- member engagement days once restrictions are lifted. DLA Piper are assisting with pro-bono work around legal work and accounts which is invaluable to protecting the Club going forward as ever huge thanks to them for this support.

Community Engagement

Reconnecting and establishing new relationships with stakeholders were identified as a priority for the Club this year and there had been significant work completed in this area. We are very grateful for the support of so many stakeholders and partners who opened many doors for us during the pandemic. Thank you to Sporting Pride Ireland, the OutLaw network, GCN, Belong To, TENI, The Dublin Lesbian Line, LGBT+ Ireland, Outhouse, IGR, Leinster Branch and IRFU for all the support this year.

Grants

We have been successful in applying for and receiving grants this year. We are very grateful to the Sport Ireland/IRFU and the Government of Ireland for their financial support of the Club during this difficult COVID-19 era. A huge amount of work has gone into applying for a Sports Equipment Grant and we hope to hear back soon on this application very soon. Thank you to the members of the committee who worked so hard on this application which was the largest single grant the Club has applied for to date. We are also grateful for the letters of support from Club members and key stakeholders.

Home Grounds

As discussed on many occasions, our ambition is to establish a long-term home for the Club. This year we have successfully established a steering group to focus on this key objective. Work is ongoing with advisers for the Club to establish concrete options for a home ground going forward. Thank you to all the members of the steering group for your support and commitment to this project. Thank you also Senator David Norris and An Tánaiste Leo Varadkar for letters of support on this matter.

Diversity and inclusion in Sport

We will continue to explore opportunities with the IRFU and Leinster Rugby for future collaboration to further inclusivity in rugby in Ireland, we have many meetings to discuss all areas of diversity and inclusion within Irish rugby and look forward to sharing more with you all soon.

All the noted aforementioned developments and updates could not have been possible without the incredible committee we had this season. I am so grateful to Aaron Doyle, Césaire Tchoudjuen, David Donnelly, Eamon McConomy, Justin Bjerkhoel, Phillip Purcell, Simon Murphy, Tom Hogan and Vincent Kabongo and all members involved within our sub committees for their commitment and energy they brought to the committee in 2020/2021.



Richie Fagan
Club President



VICE PRESIDENT'S REPORT

This year has been like no other where the Club has not been able to hold any events or games due to the ongoing global pandemic. Whilst there has been no match day excitement or fundraising events the committee have been working incredibly hard in the background over the past 12 months.

As Vice President of the Club, I am delighted to say that we have developed a brand-new tag rugby element within the Club, Naoise, and is hugely excited about where this will end up in the coming weeks and months. We are proud to be expanding the Club to a wider audience and look forward to welcoming more members of our community and allies.

Over the past season I have worked closely with Meagher's Pharmacy to bring different events to the Club with an Instagram live around wellbeing and mindfulness and a club discount code which has been a great perk for our members to enjoy. We are delighted to say that Meagher's are our wellness partners for yet another year.

I spoke with students and teachers alike from schools around Dublin about the importance of diversity and inclusion and why the Emerald Warriors RFC exists. It was incredibly important for the Club to have these talks as we shape the next generation and be role models for them as they grow up and learn their place in our community or realise how they can be an ally to a close friend. I was excited to represent the Club on other panel discussions such as those organised by Sporting Pride Ireland which offered a fantastic opportunity to tell the wider community of the great work happening within the Emerald Warriors RFC.

Other events that have happened through the year have been outlined in this document and I am incredibly proud that I have been a part of the committee this year with so much work being done to make the Club a better place and set it up for the future.

A handwritten signature in black ink that reads "Philip Purcell".

Philip Purcell
Vice President

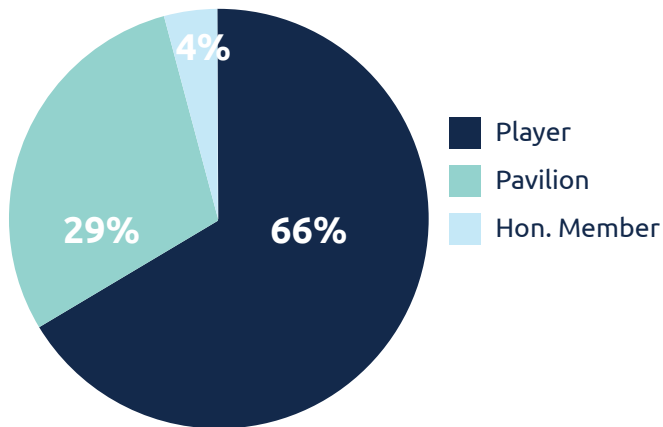




HONORARY SECRETARY'S REPORT

2020/2021 was a very different season for the Club and the activity of the Club moved mainly to an online space. Despite this, it remained a very busy period in terms of the administration of the Club and for membership. There were 119 members in the Club this year with 40 new members joining the Club. The average age of members in 2020/2021 was 35.13 years.

Breakdown of 2020–2021 Membership



2020/2021 was a very different season for the Club and the activity of the Club moved mainly to an online space. Despite this, it remained a very busy period in terms of the administration of the Club and for membership. There were 119 members in the Club this year with 40 new members joining the Club. The average age of members in 2020/2021 was 35.13 years.

There were 17 committee meetings across the 12 months since the last Annual Report was published. Of these, four were during the extended 'care taker' term of the 2019/2020 committee and 13 were during the period of the current committee which were elected at the Annual General Meeting on 01 September 2020. In total, the committee spent over 30 hours attending committee meetings over the past 12 months.

On average the meetings lasted 1 hour and 50 minutes and there were over 130 individual actions arising from these meetings and each action was tracked until it was completed and then closed. Comprehensive minutes of each committee meeting were maintained to ensure good record keeping and accountability and these documents were approved at each committee meeting as being accurate and fair representations of the meetings held.

There were nearly 4,000 emails received in the secretary@ewrfc.ie email address over the past year and all were promptly responded to. In addition, there were numerous contacts made through the Club's SMS line and our social media platforms.

A new Club policy on bullying, harassment, sexual harassment and maltreatment was launched in February 2020 and a follow up Folláine Welfare Programme event was held on these topics to help shape the Club's culture in becoming more inclusive and diverse.

Due to the public health measures in place this year there was difficulty supplying members with their membership cards and club ties. As a result, an individual membership pack was sent to each member which contained some club merchandise, a Bank of Ireland hat, membership card and club tie for new members. This was a unique way for the Club to maintain some contact with members we hadn't seen in an extended period of time and to thank them for paying their membership subscriptions.

Some of the achievements I am most proud of contributing to or initiated this year include the establishment of a dedicated steering group on home grounds for the Club, completing a significant piece of work on home grounds for a short term or interim period, and the creating of a comprehensive strategic plan which formally sets out the goals and objectives of the Club for the coming years.

The 2021 Annual General Meeting is taking place on 27 May 2021 at 7pm and motions will include the proposed new Club Constitution and the proposed Strategic Plan 2021 – 2025.

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.

Tom Hogan

HONORARY TREASURER'S REPORT

This was another strong financial year for the Club given what was a very difficult period for us all. Our income over the past 12 months was supplemented by grants received from Sport Ireland and South Dublin City Council and the profits received from Union Cup Dublin 2019. A huge thank you to all involved in these areas of work. As expected, subscriptions and fundraising were impacted by the COVID-19 pandemic and we expect that the return to rugby protocols will see our membership grow in the coming months. Profit for the period (excluding the income from Union Cup Dublin 2019) was €36,469 for 2021 compared to €29,420 for 2020. Over the past 12 months the committee has invested €85,000 in state savings to support the achievement of the Club's long-term goals.

Summarised Income and Expenditure Account and Financial Statement for EWRFC for Year Ending 30 April 2021 are outlined below.

Abridged Income & Expenditure			2021	2020	Abridged Statement of Financial Position			2021	2020
Income	Subscriptions		13,964	19,579	Financial Investment	Government Bonds	85,000	-	
	Fundraising		1,378	18,435	Fixed Assets		1,858	-	
	Sales		366	1,821	Current Assets	Stock	1,147	-	
	Sponsorship		30,600	26,750		Debtors	-	32,920	
	Grant		15,525	900		Cash	37,177	37,854	
	Other		21,489	-	Total Assets		125,182	70,774	
Total Income		83,322	67,485	Current Liabilities	Creditors	3,327	6,876		
Expenses	Match Day		-8,760	-16,402	Total Assetless Liabilities		121,856	63,898	
	Administrative		-16,693	-21,663	Capital Account	Reserves	63,898	34,478	
Total Expenses		-25,364	-38,065		Profit/(Loss) for period	57,958	29,420		
Profit/(Loss) in period		57,958	29,420	Total Capital		121,856	63,898		

Eamon McConomy



COACHING TEAM'S REPORT

This year has seen us change and develop new and bespoke ways to coach while dealing with the Covid-19 pandemic and associated public health restrictions.

With the first lockdown coming into effect in late March we knew we had to look at ways to keep players and members engaged and interested. We held several online zoom workouts throughout April, May and June. We returned to the field in July and August under strict guidelines but we made it work for players. A massive thank you has to be mentioned to all the members of the Covid-19 support team who made it possible to return to training in a safe and manageable environment. The training was restricted to pods of 15 players so the aim was to develop key players skills.

With further restrictions and lockdown implemented, we were forced to suspend training and were informed that there were no leagues starting in September/October. To ensure our players stayed fit and healthy we launched some initiatives and they were very successful.

We launched a Warrior Wednesday workout over our Instagram page. These were short HIIT sessions that can be saved and done throughout the week. We also did some Instagram live workouts on Saturday mornings. These were open to all our members and any of our followers. We made sure we also looked after our players mental and wellness. We had several zoom calls with professional in areas of nutrition, mental health and many more.

As coaches we wanted to ensure that our players were ready for the return of rugby so along with the Club's committee, we devised a long-term plan for training.

We gave the players a four-week introduction to yoga to get the bodies back in form for when rugby returns. We have also engaged with a Personal Trainer and Strength and Condition coaches to put a six-week pre-season plan in place and to manage the players throughout the season. We are very aware that players have been off the pitch for many months and we want to ensure that they return to rugby prepared and in a safe environment.

The Club is also delighted to say that we now have a tag rugby side to the Club. As the Club grows and expanded it's very important that we can offer rugby to more members of the community. I am looking forward to seeing the success of Naoise in the coming weeks and months.

We are also super excited to be planning for Bingham 2022. We have developed our plan to get us to the tournament next year with the target of winning the Bingham for the first time.

As you can see, we have been busy over the past 12 months and with lockdown and restrictions it hasn't slowed us down. The Club continues to grow and we can't wait to see what the next 12 months will hold for us.

I would like to say a massive thank you to Shane Dunne, Steven Curran and Adrian Shanahan for giving their time to the Club and to the players. I would also like to thank all the members of the committee for supporting myself and coaching team throughout the year.

Darren Morrin
Head Coach

LEINSTER METRO LEAGUE REPORT

Though there was little or no rugby played at a local level this season, there were still regular monthly meetings of the Leinster Metro Committee. There was a lot of discussions and information sharing with regard to COVID-19 protocols in clubs during the period that we could return to training, and a lot of support given to clubs to manage their sessions within this time.

Also, through the Metro Committee, the Emerald Warriors RFC were encouraged and guided towards grant funding opportunities, in light of COVID-19 restrictions, which helped supplement the Club’s income this year.

Lately, there have been two small but significant changes to the Bye Laws, discussed and voted through by the Leinster Metro Committee.

1. Amendments to the Leinster Branch Bye Laws wording regarding “Junior” Rugby clubs, which will now be seen as simply Leinster Rugby Clubs. From a marketing and recruitment perspective, this removes the notion of inexperience and underage rugby for a club like the Emerald Warriors RFC.
2. Amendments to the Leinster Branch Bye Laws wording and gender references which strengthen diversity and inclusivity within the sport of rugby.

The Leinster Metro Committee has worked to not only maintain the existence of rugby clubs throughout the COVID-19 pandemic, but also to ensure our clubs have the support and structure to resume training and competing with the forthcoming season.





SPONSORSHIP AND STAKEHOLDER ENGAGEMENT

The Emerald Warriors RFC are honoured to have such a wide range of well-established organisations supporting our Club with sponsorship being the Club's single biggest income stream in 2020/2021. This year saw the largest sponsor investment in the Club to date. These partnerships align to our values and vision and go beyond a monetary value with their passion and willingness to see us grow and prosper into the future. The Club's total income from sponsorship this year was €29,500 with an additional €9,500 goods and services provided to us by our sponsors and partners. The Emerald Warriors RFC are incredibly grateful to everyone who has supported us this season.

Bank of Ireland

As our main partner, Bank of Ireland has extensive core values in diversity and inclusion along with an incredible passion for rugby. With such active diversity and inclusion programmes in their organisation, it clearly demonstrates that they live by what they say, making this partnership a truly authentic and exciting one. Bank of Ireland deservedly won the 'LGBT+ Employee Resource Group' award at 2020 GALA awards. We are one of a very few International Gay Rugby clubs sponsored by such an established corporate partner. Their value to the Club goes beyond monetary value and very grateful for their support in helping us with challenges this year.

Rock Bingo

Rock Bingo have extensive experience in the charitable fundraising arena, raising over €100,000 for charities such as The Down Syndrome Centre Cork, HOPE Foundation, SERVE, Pearse Celtic FC (all ability team), Greenmount National School, and Deerpark CBS. In addition, they have contributed a vast amount of spot prizes to fundraising events last year (2019) and successfully broke Guinness Book titles. The Emerald Warriors RFC are incredibly grateful to the support from the Purcell Family in 2019/2020 and their assistance and guidance in establishment of the Club's lottery.

The George/Mercantile Group

The George and the Mercantile Group are our longest running proud partners and this season they have opened up the use of their venues within their group for not just social and fundraising events but meeting spaces and assisting on advice with their business development team on boasting fundraiser events. The George has been servicing our LGBT+ community for over 30 years, embracing and playing part to the evolutionary cultural and social change in Ireland. They play a pivotal role in fighting for LGBT+ rights and equality and we are incredibly proud to be associated with them. We wish The George and the Mercantile Group every success as they reopen their businesses and emerge from this pandemic. We plan to meet management in The George and the Mercantile Group soon for planning into the season ahead.

Kukri Ireland

Kukri came on board as our sportswear manufacturer for Union Cup Dublin 2019 providing full kits for referees and volunteers and provided our merchandise including supplying our Club with all new kits. We have experienced all that Kukri pride themselves on which includes quality, passion, diversity, professionalism and teamwork. They have been fantastic to work with and were very enthusiastic to see us succeed. We are looking forward to working with Kukri in the future as they help us with expanding with our new online store.

Meagher's Pharmacy

The focus for health and wellness on and beyond the pitch has never been so important in our Club this season. We are honoured to call Meagher's Pharmacy our wellbeing partners. Meagher's are at the forefront of an industry embracing the evolving role of pharmacy whilst delivering new innovative services at the core of our community. Meagher's are contributors to our Folláine Welfare Programme, suppliers of our medical kits with further plans for our member engagements for seasons ahead. Thank you to Oonagh and all the team in Meagher's for looking after us during these strange times with Warrior discounts and our Folláine Programme.

DLA Piper

DLA Piper came on board this season to assist with helping us elevate the standards in the running and operations of our Club with pro bono legal work. Diversity and inclusion are key to DLA Piper's global identity. As a global business law firm, with a diverse client base, their pro bono practice is consistent with our vision to be "truly local, truly global". Thank you to Chris and the team in DLA Piper for their expensive work on review on the Club constitution, recommendations, many meetings and appreciate their vision to prepare us for 2021 and beyond.



CLUB AWARDS 2020

Due to the Covid-19 restrictions, the annual club awards were presented virtual this year by Devina Devine and James Patrice. A link to the recording can be found [here](#). The event was a great success and allowed for a catch up of our members who had not seen each other in some time. A huge congratulations to everyone who won an award on the night. The award winners were:



**President's Award:
Michael Menton**



**Warrior of the Year:
Michael Menton**



**Volunteer of the Year:
Steven Curan**



**Fundraiser of the Year:
Martin Flannery**



**Spirit of the Warriors:
David Cagney**



**Green Team Player
of the Year:
John Toner**



**Green Team Most
Improved Player:
Barry Walsh**



**Green Team Players'
Player of the Year:
Eoin Kelly**



**Navy Team Player
of the Year:
Este Araujo**



**Navy Team Most
Improved Player:
Paul Kelly**



**Navy Team Players'
Player of the Year:
Patrick Doyle**



**Ally of the Year:
Ross O'Donoghue**

FOLLÁINE WELFARE PROGRAMME

This season with we established a dedicated Folláine team consisting of Daniel Sheridan and John Gavin who worked closely with the committee. Thank you to the Folláine team for setting out strategic planning for Folláine and delivering on four excellent, very informative events and driving our Folláine Friday social media campaigns. In addition, the Club's Welfare Officers were John Toner and Kayleigh Foley. We want to say thank you to them both for their ongoing support.

01 December 2020 marked World Aids Day, we spoke to Davy Quinlan who is an outreach worker from MPOWER and HIV Ireland. In this informative question and answer session, we asked some questions relating to HIV/AIDS and Davy gives some in depth answers. We are delighted to have had this opportunity to discuss this with Davy. This event is available on our social media platforms and we encourage all members to check this out if they have not done so already.

On 15 February 2021 Oonagh O'Hagan from Meagher's Pharmacy hosted 'Bolstering Your Immunity' over Instagram Live collaborating both our social media channels resulting in over 2,000 views and was again a very informative session with a great question and answers session at the end. The talk covered areas including diet, importance of sleep, supplements, vitamins, fish oils and the importance of gut health. We had great feedback from our members and followers. We are looking forward to further events with Meagher's in the future and their ongoing support is much appreciated.

As International Trans Day of Visibility is on the 31st of March, we asked TENI to present what they are about, educate us on the trans community and how to make our Club more diverse and inclusive. The event was held on 25 March 2021 and included a presentation on trans and non-binary 101 key topics such as terminology, the lived experiences of being trans and non-binary in Ireland and how the members of our Club can be good allies in general and specifically in a sporting environment. Thank you to Gordon Grehan of TENI, it was hugely beneficial and informative, we look forward to working again with TENI in the future.

On 06 April 2021, Christine Lodge presented an event on bullying, harassment, sexual harassment and maltreatment with a follow up questions and answers session. We had some great feedback from members on this event as the Club continues to evolve and grow in a positive and inclusive manner. Thank you to Christine and Canavan Byrne for hosting this and supporting us in the background with review of constitution and being so hugely supportive of our work.

Our Folláine Fridays on our social media platforms promoted calendar days such as; World Mental Health Day, National Coming Out Day, Intersex Awareness, World Aids Day, International Migrants Day, Safer Internet Day, Stand Up to Bullying and International Happiness Day.

If anyone has ideas for events with Folláine in the season ahead or would like to be part of the Folláine Team please contact committee@ewrfc.ie



COMMUNICATIONS REPORT

Effective communications strategies play an integral role in any rugby club. This was even more significant in the current environment of the COVID-19 pandemic and the associated extended periods of lockdown. It was important to ensure that our members remained connected to the Club and communications with members were effective during this. In the past year, the Emerald Warriors RFC communicated through the following channels;

Email

Important or text heavy club updates.

SMS

Time sensitive or reminder updates.

Social

Internal and external communications through Facebook, Instagram, Twitter and website.

Newsletter

A summary of club activities including important past and future updates for members.

SurveyMonkey

Tool for gathering responses to the annual club survey and strategic plan suggestions.

Clubforce

Online membership function, lotto and club accessories store.

Emails

Email was the second most popular method of communication with members of Emerald Warriors RFC this year. There were 31 emails sent to the general membership in 2020/2021 to date.

Upon registering as a member with Emerald Warriors, all members are added to the '2020/2021 Members' email group. There were a number of additional email groups established for varying sub-groups e.g., pavilion members, sub-committees etc. Peaks in communication via email can be linked to significant topics for club communication e.g., Annual General Meeting and return to training.

Text Messaging

Text Messaging was the most popular method of communication to Emerald Warriors RFC members with a total of 100 sent to members in 2020/2021 to date. Upon registering as a member with Emerald Warriors, all members are added to the 'EWRFC Members 20/21' text message group. A number of other groups were formed to facilitate direct communication with sub-groups within the Club – note that only the total number of messages issued through the official members group have been included in the figures here. A variety of information is shared with the 'EWRFC Members 19/20' text messaging group including but not limited to internal and external events, attention to important mails and return to play updates.

Newsletter

Following its successful introduction last year, the Emerald Warriors RFC Club Newsletter continued this year and even underwent a design refresh. The newsletter was used as a way to disseminate large amounts of information to club members and was sent on a regular basis to communicate what had taken place within the Club in the previous period and what was scheduled to take place in the coming weeks.

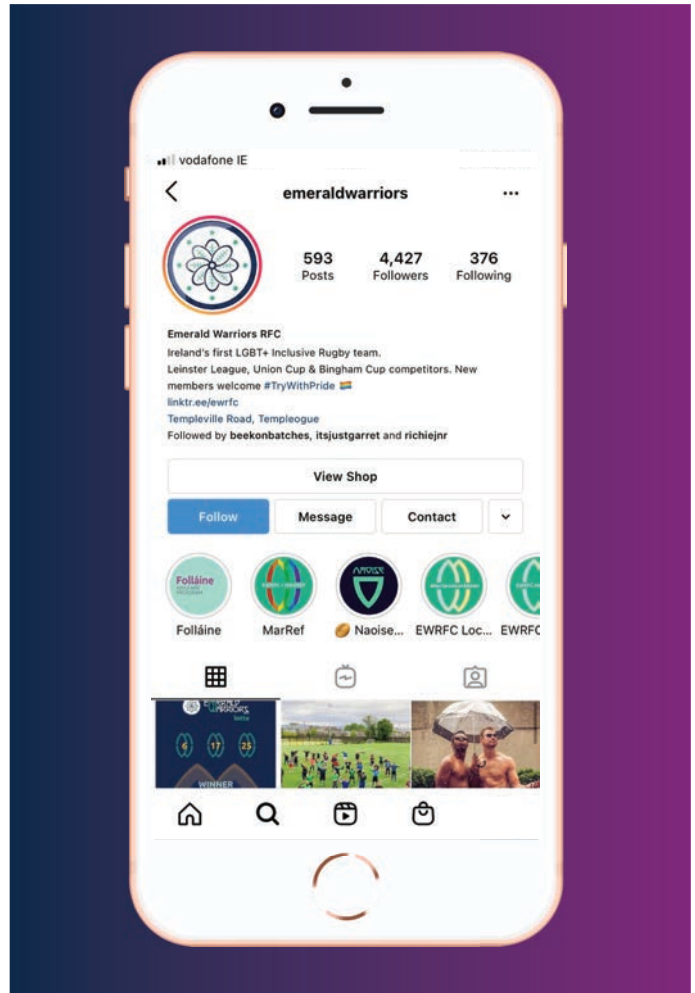


SOCIAL MEDIA TEAM REPORT

The last 12 months have been extremely challenging for the rugby community and our club. With not a single match played by our Navy or Green teams and very limited periods of on-field training the traditional streams of content for our social media platforms have changed drastically during the pandemic. While this period has been challenging, it has been a privilege for the social media team to witness the resilience of the Club and its membership during this time as we attempt to highlight and promote all aspects of the Club on our Instagram, Facebook and Twitter platforms. From virtual relays, bingo nights, step challenges and online training sessions to members sharing their experiences of the pandemic in our warriors in lockdown series, the content shared was exciting, original and well received.

The Club's membership and their activities were critical to the continued growth of our social media platforms during this period and enable us to continue to promote the Club. In particular we have increased our Instagram following by approximately 18 per cent to circa. 4,400 followers making us one of the largest the LGBT+ sporting organisation Instagram followings in Ireland. This places us in an excellent position to continue to be an important voice for diversity in sport in Ireland and internationally through our social media platforms. Over the past year the Club's social media platforms have remained an important communications outlet for the Club.

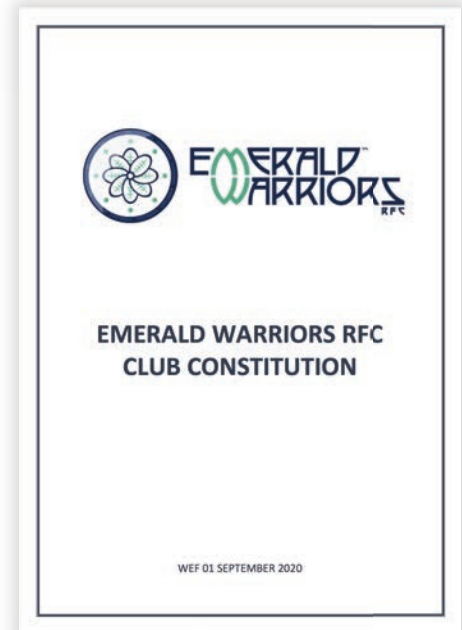
For many prospective members a visit to the Club's Instagram or Facebook page is the first step in the process to membership by getting a feel for what the Club is all about before coming down to training or an open day. We hope to continue this work into next season as we hopefully return to the pitch and some level of normality. Thank you to all the members of the social media team who contributed their time and effort over the last year in helping to create new content and grow our social platforms.



REVIEW OF THE CLUB CONSTITUTION

As per the motion passed at the 2020 AGM of the Club, the committee undertook to complete a full review of the constitution this year. This was an independent piece of work which was led by our legal team in DLA Piper and with input from Canavan Byrne. It was completed over a 14-week period and involved the review of a number of local and national club constitutions, international club constitutions and also those of other IGR clubs. There were a series of meetings between the committee, sub-committee for the constitution review, DLA Piper and Canavan Byrne to highlight the evolving needs of the Club and how to facilitate those going forward. The review also included a piece of work on the benefits of and possible impacts for the Club in becoming a company limited by guarantee and/or a registered charity.

This work resulted in a presentation by DLA Piper to the sub-committee and later to the committee. Subsequently a presentation of the proposed constitution was presented to the Club at an information sharing meeting which was held on 30 April 2021. This session included a questions and answers session for members to seek clarifications from representatives of DLA Piper and Canavan Byrne. The proposed constitution was well received and as a result has been put forward as a motion at the Club's AGM which is being held on 27 May 2021.



APPOINTMENT OF CLUB TRUSTEES

The committee this year appointed Trustees for the Club for the first time. We were incredibly proud to announce that Shane Raftery, Richie Whyte and Steve Gardiner were appointed as Club Trustees on 02 February 2021. The committee, on behalf of the Club and all its members, wish to sincerely thank all three Club Trustees for taking on these important roles. The Club Trustees have met on two occasions since being formally appointed.



Shane Raftery



Richie Whyte



Steve Gardiner



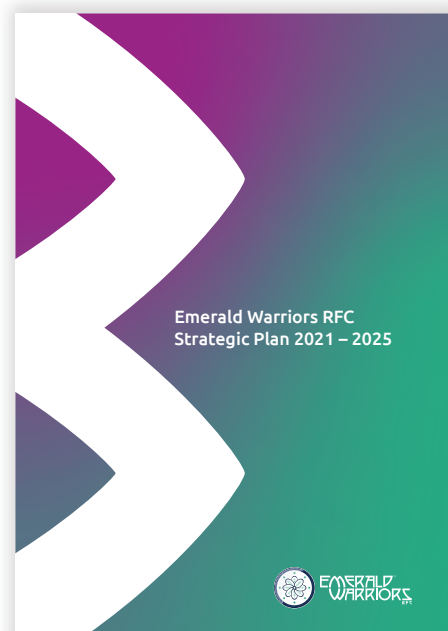
DEVELOPMENT OF THE CLUB'S STRATEGIC PLAN 2021-2025

Following approval by members at the 2020 AGM, the Club's Committee formed a subgroup to develop the Strategic Plan 2021–2025. The subgroup was made up of Richie Fagan, Tom Hogan and Aaron Doyle.

The strategic plan is split under five strategic themes or pillars which were approved by members at the 2020 AGM. Underpinning each strategic theme is a desired outcome and a series of strategic objectives. The five strategic themes are;

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.

As part of the development of the strategic plan the subgroup reviewed the strategic plans of a number of rugby clubs and LGBTQ+ organisations, both in Ireland and internationally as well as the Emerald Warriors RFC's previous strategic plan. Regular engagement took place with the Club's committee but most importantly members were engaged directly as part of the Annual Club Survey with 60 per cent of the Club's members responding. The feedback was reviewed by the subgroup and incorporated into the Strategic Plan. An information session was also held with members on 30 April 2021 which included a questions and answers session which offered an opportunity for the subgroup to capture their feedback on the draft strategic plan. Approval of the Strategic Plan 2021-2025 is a motion at this year's AGM.



ESTABLISHMENT OF CLUB GROUNDS STEERING GROUP

In 2021 the Club's committee approved the appointment of a Club Grounds Steering to drive the background work in exploring opportunities for the Club to secure our own permanent home grounds. The group has clear terms of reference set out by the Club's committee and has met on two occasions to date. The committee, on behalf of the Club and its members, wishes to take this opportunity to sincerely thank the members of the steering group for their time, commitment and willingness to support the Emerald Warriors RFC which this important and exciting project. The members of the Steering Group are:



Richie Fagan
Club President and Chair of the Steering Group



Ronan Murphy
Non-Executive Director of J&E Davy; Member of the Advisory Board of the UCD Michael Smurfit Business School; Member of the Council of the ESRI; and founding Board Member of the British Irish Chamber of Commerce.



Alan Quinlan
Former Munster and Ireland Player



Barbara Galvin
Co-Chair of the Outlaw Network and Senior Associate with Evershed Sutherland



David Keane
Operations Manager IRFU



Tom Hogan
Hon. Secretary of the Club



Eamon McConomy
Hon. Treasurer of the Club

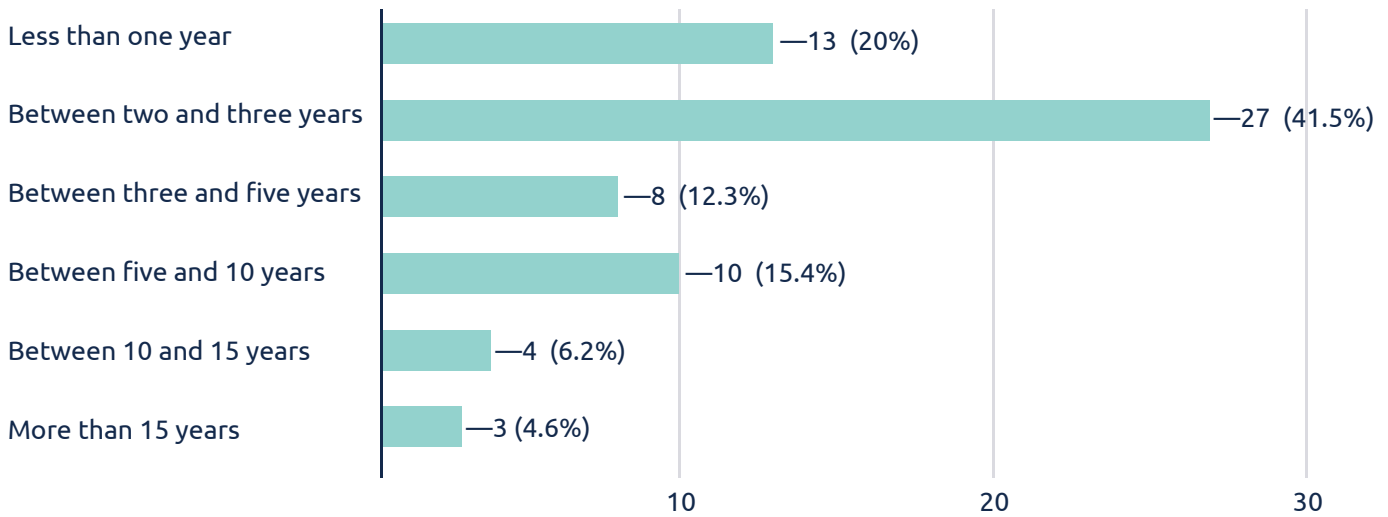


CLUB ANNUAL SURVEY FINDINGS

The 2020/2021 Annual Club Member survey was sent to 117 members of the Club who had been registered by March 2021. There was a response rate of 60 per cent and the survey was open for members to complete for a 10-day period. All members were initially contacted by email and subsequently by text message with a series of reminders. Findings from the survey are outlined below.

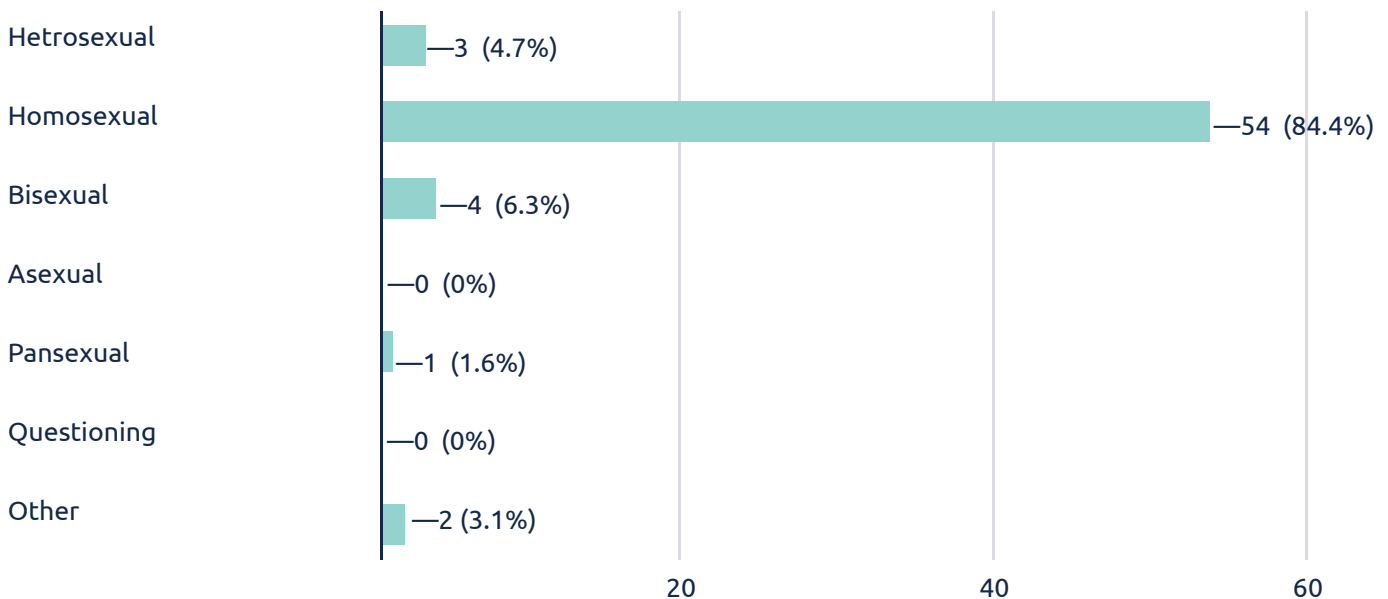
How long have you been a member of the club?

65 Responses



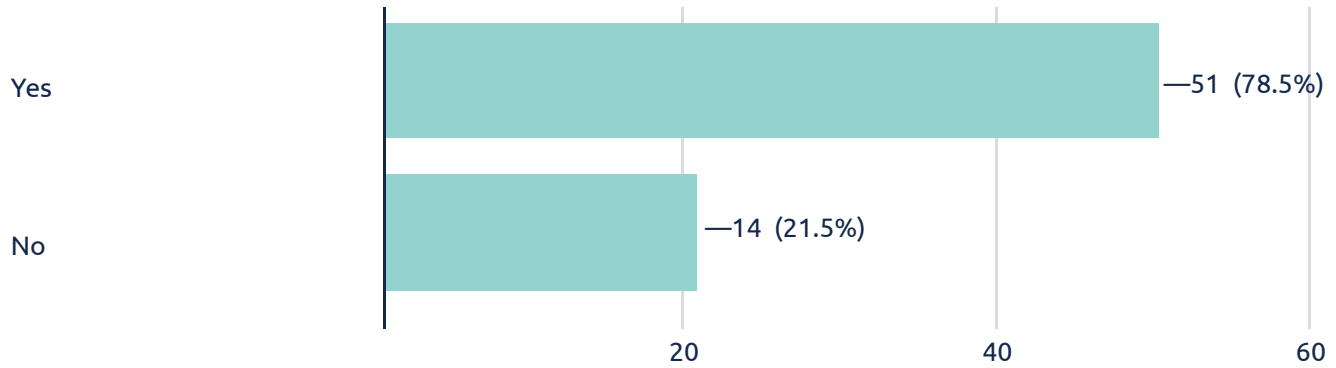
Which sexuality category best describes you?

64 Responses



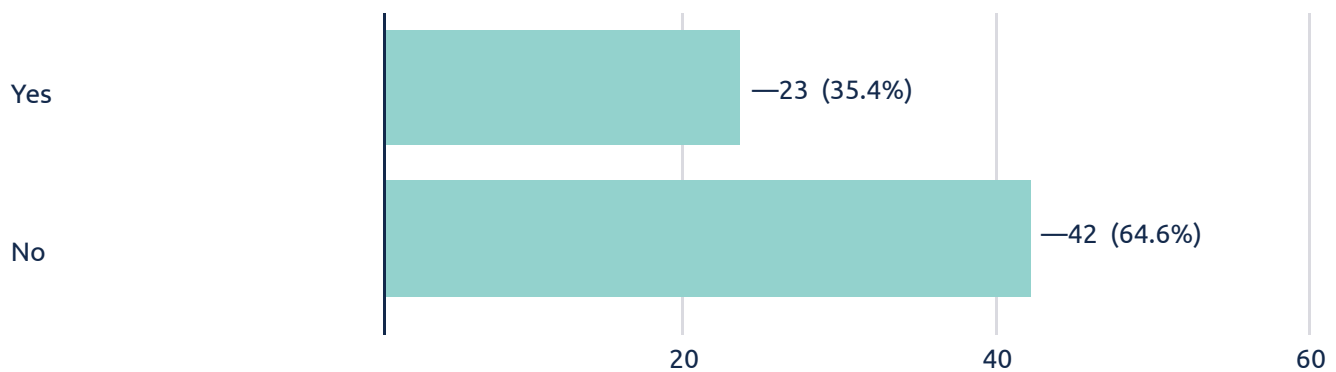
Do you feel like a valued member of Emerald Warriors RFC

65 Responses



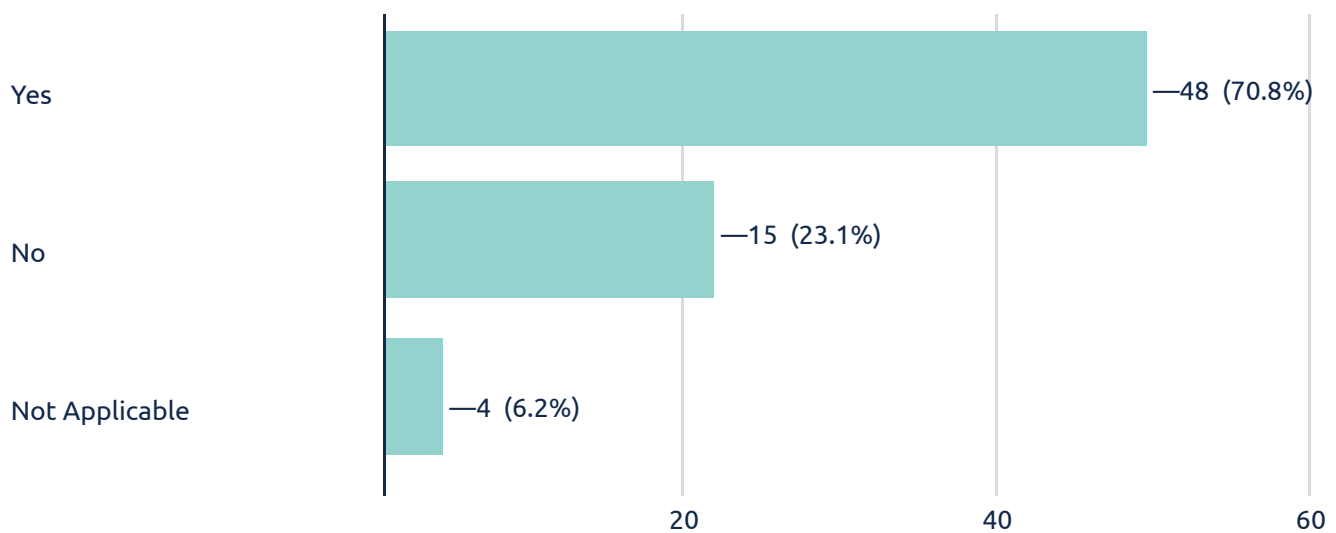
Before joining Emerald Warriors RFC, had you played rugby competitively in the past e.g. with a club or school team?

65 Responses



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

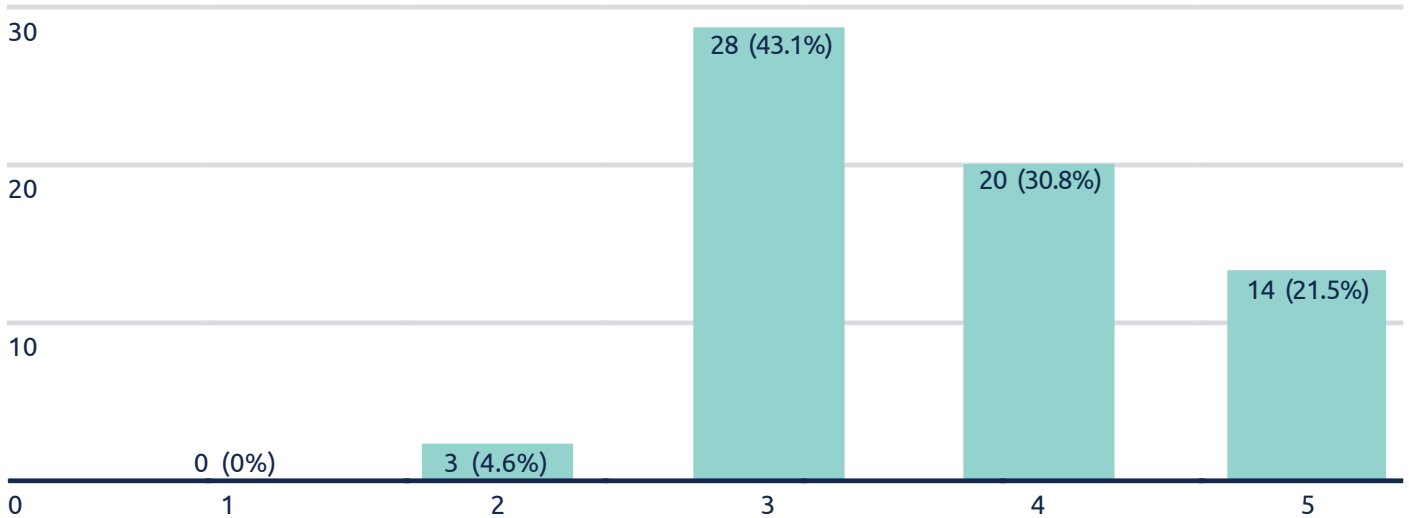
65 Responses





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

65 Responses

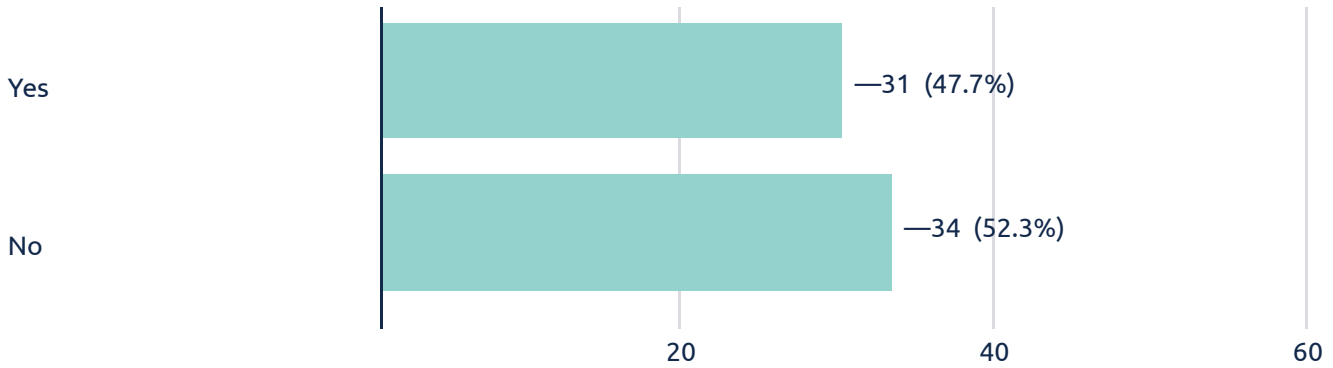


Have you any ideas for future Folláine Welfare Programme Events or Talks?

How to prevent / reduce injury	better sleep, hygiene and mindful drinking	Education on various experiences and inequalities that exist in LGBTQ community which fall outside of what we have become used to
More of them ... the ones that run have been very good	Removing stigma of going for regular therapy sessions	
Body dysmorphobia in the LGBTQ+ community	Gender identity - science based approach to trans participation	Diet and nutrition talks for specific areas e.g. weight loss, weight gain, maintenance
Finance and budget planning		Sexual Health

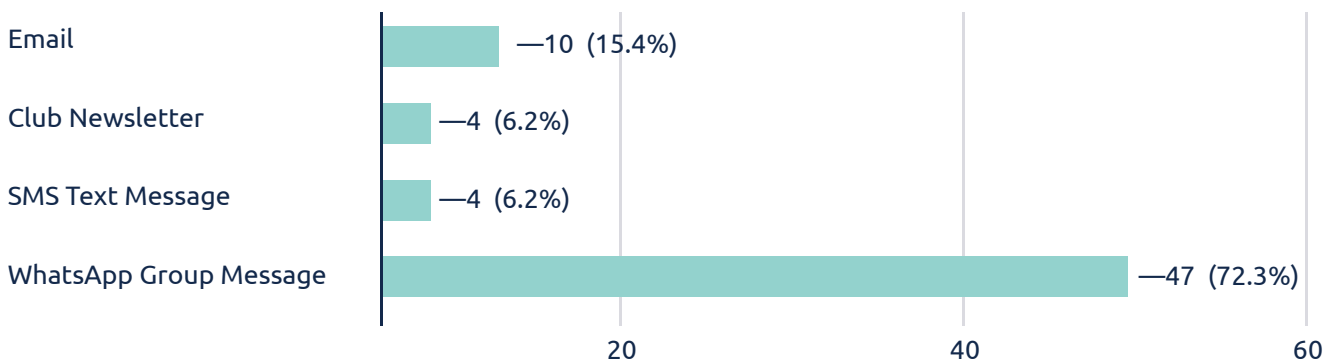
Do you feel you contributed sufficiently towards fundraising efforts for Emerald Warriors RFC in 2020/2021?

65 Responses



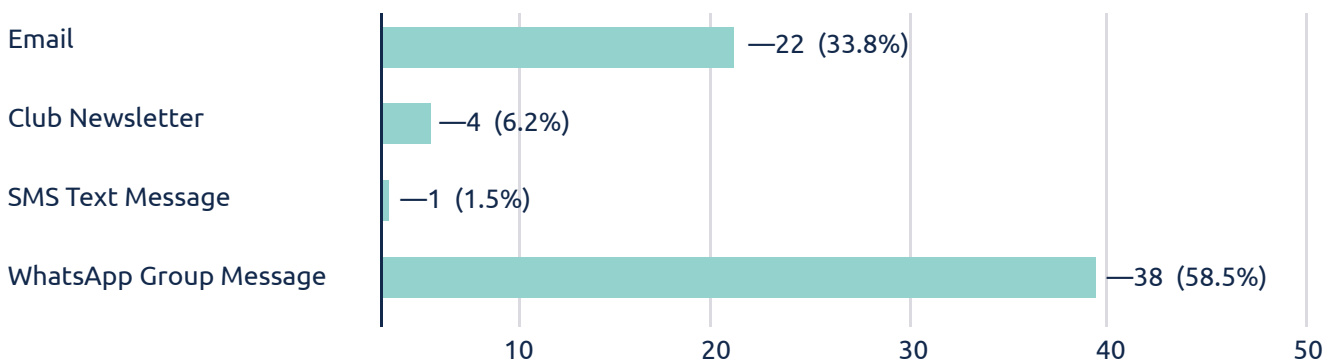
What do you feel is the best method of communication to reach you for sensitive in club updates?

65 Responses



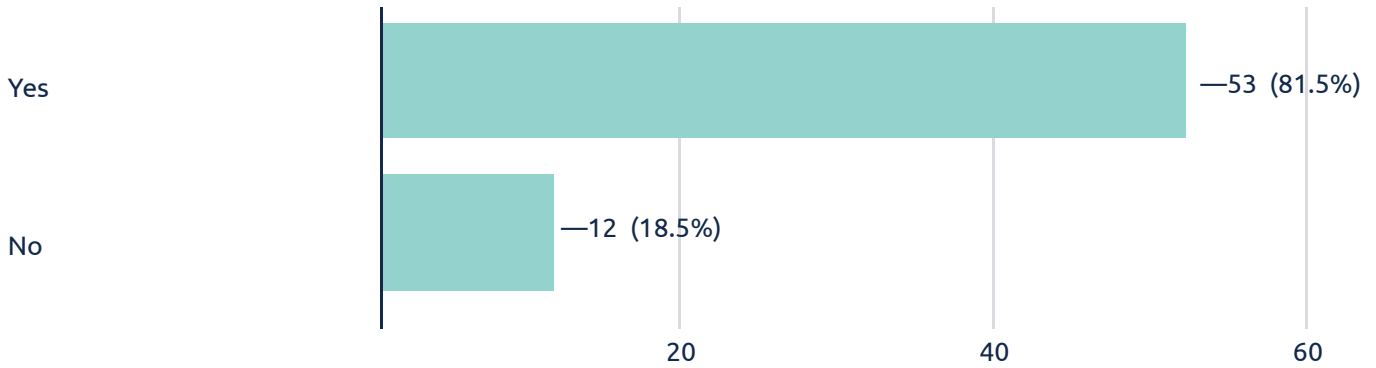
What do you feel is the best method of communication to reach you for general updates?

65 Responses



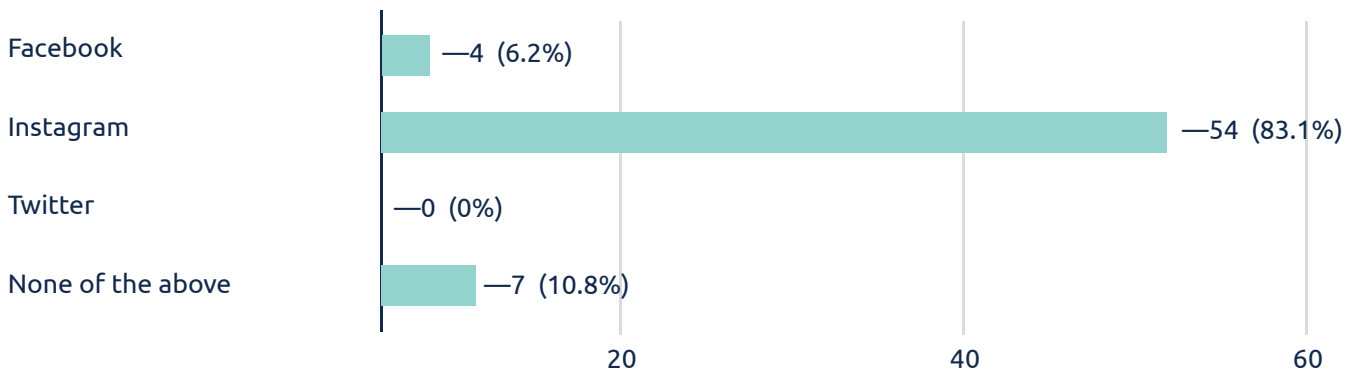
Do you read the Emerald Warriors RFC Newsletter?

65 Responses



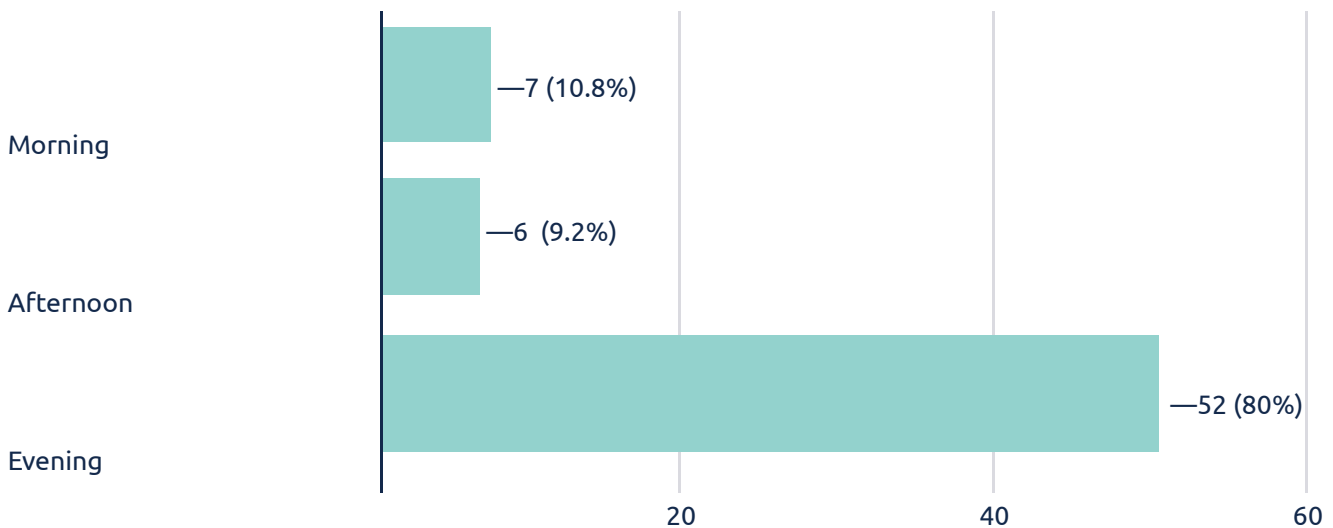
Which of Emerald Warriors RFC’s social media platforms do you use more frequently?

65 Responses



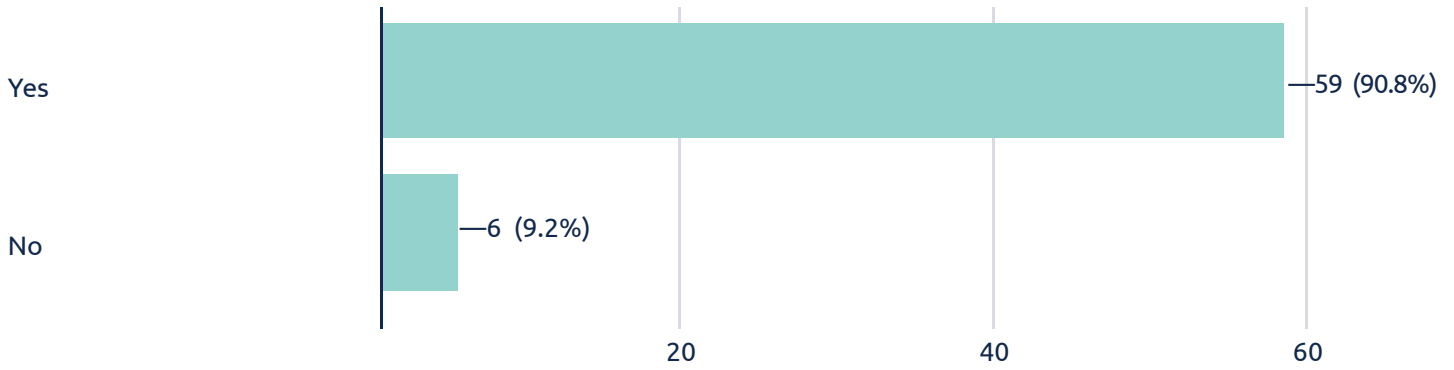
What time of day are you most active on social media?

65 Responses



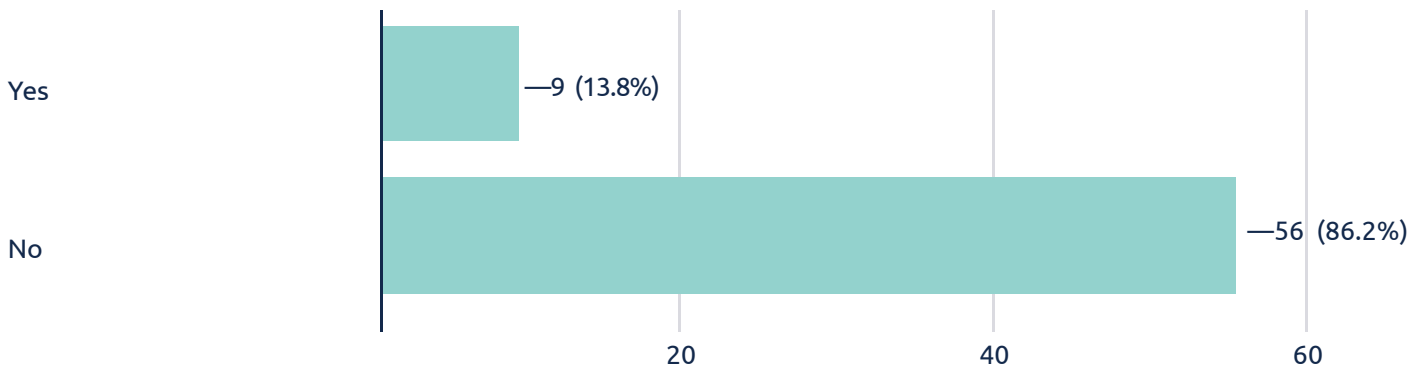
Do you feel you receive enough information about Emerald Warriors RFC?

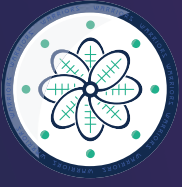
65 Responses



Have you ever felt bullied within Emerald Warriors RFC in the past 18 months?

65 Responses





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