



Emerald Warriors Rugby Football Club

Annual Report 2024 - 2025



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Introduction

Fellow Warriors,

Welcome to our Season 2024–25 Annual Report.

This report has been carefully prepared by our committee, with input from our coaching team and sub-groups, to ensure that all members and stakeholders are fully informed of our activities and achievements throughout the season.

It aligns with the club's strategic vision, focusing on our five core pillars:

- 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**

I would like to extend a heartfelt thank you to all our members for their incredible support this season as we continue working toward our vision: to be the leading inclusive rugby team in Ireland and beyond.

Sincere thanks also go to our dedicated committee, coaching team, volunteers, trustees, supporters, sponsors, partners, and all our stakeholders. Your contributions have made this a truly productive and successful season - one we can all be proud of.

#TryWithPride

Richie Fagan,
Club President





Committee members 2024 / 2025



Richie Fagan
Club President



Bernard Hanratty
Vice President



Eamon McConomy
Honorary Treasurer



Niall Slaughter
Membership Secretary



Ash Simon
Club Secretary



Graham Kelly
Committee Member



Ciara Finlay
Committee Member



Eoin Murphy
Committee Member



Megan Omahony
Committee Member



Kim O'Neill
Committee Member



President's report

Season 2024–2025 was yet another busy and productive period of steady growth for our club. I was proud to collaborate closely with our committee and key members across critical areas such as new membership recruitment, coaching, financial management, and the development of partnerships and sponsorships.

I also actively participated in working groups alongside key stakeholders to further the club's strategic goals.

The season began with strong momentum—membership renewals were encouraging, and we saw robust growth in new sign-ups across both full-contact and non-contact teams. This strong foundation set the tone for the year and laid the groundwork for continued success.

Naoise Membership & Performance

Our Naoise membership is thriving. More consistent training sessions and excellent performances in the ITRA leagues were highlights, capped off by the team proudly representing our club at the Portugal Beach Tag tournament. Congratulations to our Naoise members selected for the Irish Masters Team and to represent Ireland.

Leinster Metro League Progress

We fielded three teams in the Leinster Metro League this season. The Green and Azure teams celebrated some fantastic wins, while the Navy team made a breakthrough by earning points on the board for the first time. This represents a significant and exciting progression in our competitive journey.



Union Cup Milestone

One of our proudest moments this season was sending four teams to the Union Cup Oslo, for the first time, fielding all teams without any external players from other clubs. Every team performed to the best we have ever played in any Union / Bingham Cup participated, achieving higher rankings than in the previous edition.

Green Team – Union Cup 2025 Champions. Undefeated. Relentless. Unbelievable – and yet so believable. You made history for our club, becoming Europe’s number one team. Congratulations on a monumental achievement. Thank you, Shane.

Azure – Two Years in the Making. Your growth and development as a squad have been nothing short of remarkable. You’ve built something unstoppable. Your journey continues to inspire us all. Thank you, Max, and Tabz.

Navy – Rising to the Challenge. The maturity, the cohesion, the hunger it’s clear your time is coming. Keep pushing. Thank you Clio and Marcus.

Teals – From just five or six players into a solid, talented squad has been one of the great stories of this Union Cup. Thank you to the Azures who stepped up – a powerful reminder that we are one club, with no barriers. Thank you, Lorraine and Simon.

To our coaches, captains, management, committee, sub-committees, medics, physios, van drivers and loyal supporters – this win belongs to you as well. Your dedication has built the foundation for our success for Union Cup and our continued growth in the club.

These performances have strengthened our visibility not only in Europe but on the international stage. Congratulations to everyone who played and contributed to this phenomenal achievement.

Behind the Scenes

I want to extend a heartfelt thank you to our pavilion members, who work tirelessly behind the scenes in logistics, operations, coordination, and club management. Our medics and physios also played a vital role in ensuring player safety and helping us succeed both on and off the pitch.

Financial Health & Fundraising Success

Our club finances remain in a healthy position. However, with growth comes the challenge of managing increased expenses, particularly with travel and international tours. I’m sincerely grateful to all our members for their exceptional efforts in delivering our most successful fundraising year to date. In addition, grant support has been very important, and we continue to pursue further opportunities in this area.

Partnerships & Sponsorship

Partner sponsorship continues to be our largest income stream, and this year we’ve seen increased engagement from existing and new sponsors. I appreciate the support of members who assisted with partnership outreach and development. This collective effort has strengthened our financial foundation and broadened our network. Thank you, Bank of Ireland, Meagher’s Pharmacy, The George (Mercantile Group), NSS Environmental, DLA Piper, Future Analytics.

Stakeholder Engagement

Working with key stakeholders, our outreach and engagement has also included collaboration with organisations such as IRFU, Leinster Rugby, BeLongTo, Outhouse, MasterCard, Onside, Wilson Hartnell, Diageo Guinness, Behaviour and Attitudes, Windsor Motors, WeConsent on initiatives for the club and advancing LGBT+ inclusion in sport in 2024-2025.

This season, I was proud to join the Garda G Force – the Equality, Diversity, and Inclusion Office within An Garda Síochána. This is a significant step for both our club and the wider community, as we continue to advocate for official recognition and stronger representation within national institutions.



Voice of Diversity and Inclusion in Sport

This season, our commitment to stakeholder engagement and championing diversity and inclusion in sport was further strengthened through my active participation in key initiatives.

I was honoured to be invited to join Leinster Rugby's newly established SpEDI Committee, a working group focused on integrating the IRFU's Spirit of Rugby principles into Leinster's equality, diversity, and inclusion strategy. Focused on advancing inclusive practices and policy implementation across Leinster. This role provides our club with a meaningful voice at the table and ensures that the values of inclusive rugby continue to inform and shape the future of sport in Ireland. This important project is set to span the next three to four years.

Following this appointment, I was also invited by the IRFU to join their Spirit of Rugby Focus Group, which led to my participation in the IRFU Provincial Leadership Programme, a course I successfully completed earlier this season.

Building on this momentum, I have now been invited to take part in the IRFU National Leadership Course, which is currently underway and will be completed later this year.

These opportunities reflect our club's growing reputation and influence within the wider rugby community, and I am proud to represent our values and voice at both provincial and national levels.

Cross-Sector Collaboration & Learning

I was honoured to be invited by Moninne Griffith, CEO of BeLongTo, to join a dedicated working group focused on securing a new headquarters for their organisation. Being part of this project has been a valuable learning experience; learnings have directly informed and strengthened our own efforts as we progress with our Home Grounds Project.

Home Ground

One of my earliest ambitions as President was to pursue home grounds for the club, leveraging my professional experience, industry insight, and network of both key experts and policymakers.

According to the most recent Census (2022) shows the population of Dublin



grew by 8% to nearly 1.5 million people leading to rising demands for property and facilities throughout the city where the average age is 38 years' old. This has exacerbated existing pressures on Dublin City Council with rising demands from clubs for more playing fields, with limited capacity on existing grounds along with the probability of new playing fields being achieved through the planning process as residential development in the city are at a high with few sites.

However, as I sign off as President, I'm proud to share a major milestone in our long-term home grounds project, the result of many years of dedicated work, persistence, and relationship-building.

From the early stages of identifying suitable sites, navigating complex planning frameworks, to securing potential funding streams and garnering strategic support, this has always been about securing a permanent, purpose-built home for our growing, thriving, and proudly inclusive LGBT+ rugby club. To give some context to the effort behind this work:

- 31 stakeholder meetings were held in 2022
- 43 in 2023
- 33 in 2024
- 22 in 2025 year to date

We now have a Dublin central site in early-stage development. Architects and consultants are currently conducting a feasibility study, and we are entering an exciting new phase of this journey. While many moving parts remain, momentum is building, and tangible progress is happening behind the scenes spanning the pursuit of a viable site to planning measures to support the managements of it both legally and financially.

As part of this journey, I would like to share I was nominated and voted onto the newly formed Dublin City Council Sports Plan Implementation Committee, thanks to my professional connections, and relationships, an honour to be part of this progressive initiative.

This committee is focused on upgrading and expanding Dublin's sporting infrastructure into world-class, multi-sport facilities that are accessible to all. The Sports Plan exists alongside everything Dublin City Council aims to develop and achieve in the period of 2024-2029, it includes €1 million as part of a capital programme to deliver on its aims as well as €9 million for all-weather pitches, and €108 million will be invested into the development of new sports & recreation facilities.

This will directly feed into the process of developing the site for our new home, and I am committed to remaining a voice for inclusive sport as part of this important project. My ongoing involvement ensures that inclusive rugby and our club have a strong voice at the heart of the city's sporting future, and supports national policy goals to promote a 'Healthy Ireland'.

Huge thank you to our Committee support on this project along with, DLA - Marcus Walsh, IRFU - David Keane, Leinster - Moira Flahive, Onside - Jon Long, Future Analytics - Stephen Purcell, Rob Harnett – Sports for Business, multiply councillors, senior civil servants and politicians. Special thanks also to our sponsors, who have remained closely informed and have contributed invaluable insights and introductions to help advance our vision.



Resilience & Collective Success

While this season brought its share of challenges, the accompanying growth led to some inevitable growing pains. However, the dedication, ambition, and resilience of our committee, coaches, sub-groups, trustees, and members helped us overcome these obstacles and deliver a highly successful season.

I am deeply appreciative of the unwavering support, enthusiasm, and commitment shown by our members throughout the year. Every single one of you plays a vital role in furthering our mission: to promote interest, pride, and knowledge in inclusive rugby and to provide a high-standard rugby experience that champions integrity, social inclusion, and long-term sustainability.

Our achievements this season and over the past six years, would not have been possible without the contributions of each member at every level of the club.

The club has never been in such a positive place. I wish our new committee every success as we continue to grow, to build on this foundation and sustain the incredible momentum of our inclusive growth.

#TryWithPride
Richie



Vice President's report

Training Grounds:

The 2024-2025 season heralded the introduction of two new training facilities for the club - Gonzaga College in Ranelagh for Friday evening training and Belvedere College in Glasnevin for Sunday Azure matches and some additional training. The IRFU facilities in Blanchardstown were used to address the shortage of light in September 2024.

Training Structure:

The introduction of the Friday training allowed for a joint Teal / Naoise training session to be held, and it reduced the number of squads training on a single pitch to 3. Training sessions were also reduced from 2 hours to 1 hour 30 minutes.

Coaching:

The club was delighted to welcome Tabz Peterkin and Lorraine O'Donnell as coaches for the Azure and Teal squads respectively. Tabz and Simon Murphy completed their Senior Coach certification with Leinster Rugby - bringing the number of qualified senior coaches working with the club to 7.

Stand-Up Week:

14 Warriors were trained by BelongTo to deliver Stand-Up Week talks in schools. A total of 23 talks were delivered to more than 2,000 students this year - a very big increase on the prior year. BelongTo are delighted with our support of their initiative, and the club can be proud of its contribution to the youth diversity and inclusion agenda.



Treasurer's report

Profit & Loss

Profit and Loss		2025	2024
Income:	Subscriptions	33,849	32,454
	Fundraising	37,962	34,613
	Sales	4,502	669
	Sponsorship	68,778	61,350
	Grant	420	-
	Other	350	800
Total Income		145,861	129,886
Expenses:	Match Day	(56,315)	(30,550)
	Contact	(8,054)	(10,592)
	Non Contact	(43,315)	(71,854)
	Tournament	(26,494)	(23,893)
	Administrative	(1,242)	(1,627)
Other			
Total Expenses		(135,420)	(138,517)
Profit / (Loss) in period		10,441	(8,631)

The club returned to profit this year reporting €10.4K compared with prior years of:

- 2024: (€8.6K).
- 2023: €2.8K.
- 2022: €13.8K.





This has been achieved by maximizing income streams and controlling expenses to the best of our ability.

Year on year income increased by €16K to €145.9K. Drivers being:

- Subscriptions increased €1.4K, reflecting continued growth in the club's membership.
- Focusing on all fundraising opportunities resulted in takings of €38K [€3.3K]. Callouts to the fundraising team and all who volunteered to support these events and making them successful. Queen of the Warriors contributed €14.5K, Your Club Your Country grew massively taking in €18K and with over €5.4K from advertising support and Watch with the Warriors, all helping to be part of a strong year.
- Merchandise and stock improved to €4.5K, up almost €4K. Emphasis was put on this area to help with sustainability with the bonus of aiding cashflow.
- Partner's sponsorship continues to be a key source of income and maintaining these relationships being pivotal. These increased by €7.4K to €68.8K. To our long term partners Bank of Ireland, Meagher's and The Mercantile Group we are grateful to the trust you put in our club. To our new sponsors NSS Environmental, we hope to build a long and lasting relationship. Call outs to The George and Windsor Motors for the support that is given throughout the year and on helping us get to all tours.

Expenses decreased slightly by €3.1K to €135.4K. Points to note here are:

- Reduced tournament costs is the key instigator, down €28.6K to €43.3K. Rome challenges on accommodation and registration did not occur in Oslo and strong cost management helped significantly. A great tournament had by all I trust, and silverware to boot – well done Warriors.
- Contact costs are up to €56.3K [€25.7K]. When accounting for new kits at €13.1K and additional pitch hire increasing costs by €10.4K, shows that year on year costs are flat.
- Non-contact spend is down €2.6K. The Pride Blitz providing the impetus by contributing a profit from the event.

- Admin and Other remain stable year on year with minor increases, due to meeting room hire and donations of €2K.

Pushing the diversity in revenue streams has benefited the club this year. Queen of the Warrior's has been a great pillar for income, but supporting this with Your Club Your Country and has been a win for the club.

Balance Sheet

Balance Sheet		2025	2024
Financial Investment:	Government Bonds	85,000	85,000
Fixed Assets		1,351	0
Current Assets:	Stock	2,576	2,097
	Debtors	11,538	32,625
	Cash	92,028	35,348
Total Assets		192,493	155,070
Current Liabilities:	Creditors	52,281	25,300
Total Assets less liabilities		140,212	129,770
Capital Account	Reserves	129,771	138,401
	Profit / (Loss)	10,441	(8,631)
Total Capital		140,212	129,770

The club's balance sheet position remains healthy. Five-year government bonds are due to mature in August 2025 and March 2026. Next year's accounts will benefit from the interest receivable of an estimated €3.1K.

Liquidity of the club remains good, with a strong cash balance. Call outs:

- Debtors are all collectible at €11.5K for sponsorship
- Accruals are higher by €27K to €52.3K. These are from payments made after the 30th April relating to Union Cup costs [€46.9], pitch hire [€16.8] and sponsorship [(€15K)].
- Stock count took place on the 9th July. Ties, cravats and polos are the items of volume be held.



The club's accounts reflect a good financial position for the new committee to inherit. Any shared suggestions for growth and continued improvement can be shared for consideration. Thanks for all the help and please continue this support next year.



Membership Secretary's report

The 2024-2025 season has seen a small increase in club membership, at 233 members up from 227 members. This is an increase of 2.6% on the 2023-2024 season and figures do not include our full-time coaches. I'd like to say thank you to everyone who has helped to sustain and also increase our membership which is growing every year.

The 2024-2025 season has seen the club continue to increase our gender diversity and now 59 members identify as Female, Non-Binary or Queer. This is a 20.4% increase from the 2023/24 season and equates to over 25% of our club membership (up from 22% last season). This information shows how far we have come as a club, which was originally men only, to now having mens+ and womens+ members across contact and non-contact teams, along with our pavilion and honorary members.

While we are restricted in terms of the IRFU gender policy for our contact players, as a club we are very proud of our diversity and I would encourage all members – when signing up on ClubZap – to select the gender option that you feel most comfortable with.

I'm aware that not all of our members received a membership card this season. While you would have been able to avail of our membership benefits without it, I apologise to anyone who did not receive theirs. Thank you for your patience as work continues towards a digital membership option which I hope to launch next season.

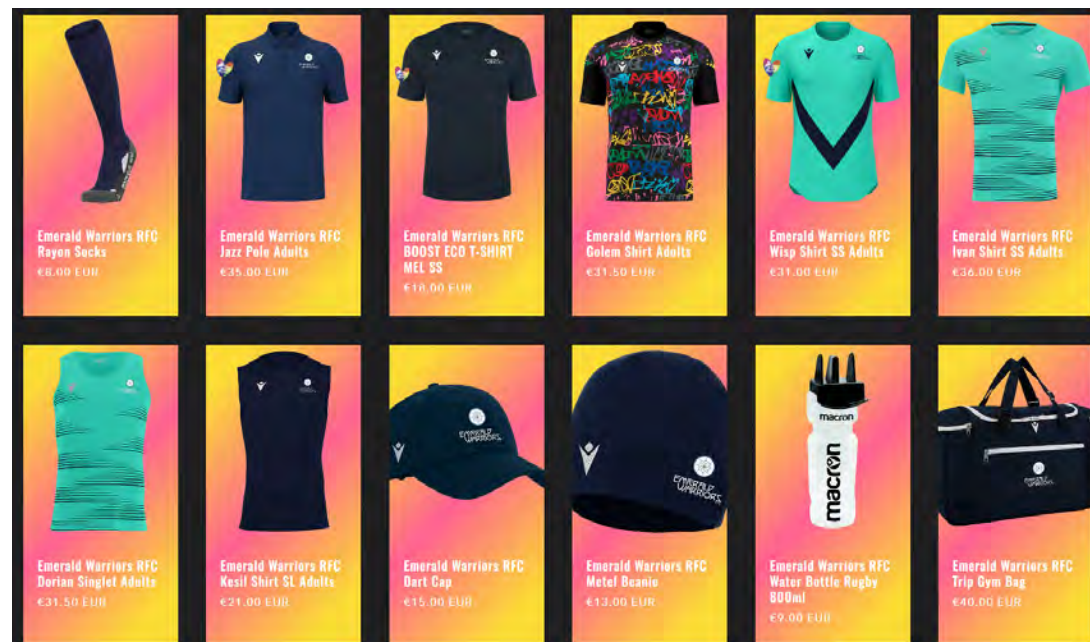
Lastly, thank you to everyone for your continued support of our club.



Membership Numbers

As an FYI for the report, the 2024/2025 updates are as follows:

Male	174
Female	54
NB/Queer	5
Contact	140
Non-Contact	54
Pavilion	34
Honorary	5
Coaches	7



Honorary Secretary's report

The club committee has met monthly since the last AGM in June 2024.

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.

Aside from this ongoing activity as Secretary I am delighted to share that we entered into a new arrangement for apparel with Macron via their new Dublin Hub.

As part of this arrangement we had all of our Union Cup tour tops and new Kit from Macron in May. We also have a new shop live which can be found here' <https://dgsportsteamwear.ie/collections/emerald-warriors-rfc> and will be updated on our website and shared in the WhatsApp group imminently.





Strategic Pillars

Sustainability of the Club

See the President’s report for further detail on Home Grounds. One of the key items under sustainability of the Club is the progress made on our long term home grounds.

We now have a Dublin central site in early-stage development. Architects and consultants are currently conducting a feasibility study, and we are entering an exciting new phase of this journey. While many moving parts remain, momentum is building, and tangible progress is happening behind the scenes spanning the pursuit of a viable site to planning measures to support the managements of it both legally and financially.

Duty of Care

The club has continued to provide Welfare support with welfare queries and support available by contacting welfare@ewrfc.ie. Our Welfare officers are John Toner and Graham Kelly. The club also assigned a Welfare Officer for Union in Olso, Aidan Collins, as well as a doctor and a physiotherapist for that trip. This demonstrates a continued holistic approach to welfare support.

Wellbeing Item	Delivered
Welfare Email	✓
Welfare Officer(s)	✓
Talks delivered from/about:	
LGBT Ireland	✓
We-Consent	✓
TENI	✓
Nutrition	✓
Injury Report Form	✓
Sanitary products added to first aid bags	✓
First-aid training	✓
Certification in suicide prevention attained by some members	✓
Online Yoga	✓
Review and update of Duty of Care policy	✓

“Le Cheile” Social Sunday programme was re-launched with walks and swims. This provided an opportunity to bring the club together off the pitch.

Meagher’s Pharmacy has continued to support us as our Health & Wellbeing sponsor. Meagher’s also offered to host informative Instagram Live sessions for the club.

John Toner provided a spotlight in the Emerald Warrior’s newsletter on the coverage of the LGBTQ+ community in the media, detailing the importance of focusing on our own wellbeing and that of our wider community.

Delivered over the last 5 years:

Research & Events

Naoise Summer Series

The Naoise Summer Series was held in August, starting August 9th, 2024, in TUD Grangegorman. This free event was open to all LGBTQ+ people, and allies, with no experience required. The four weeks saw existing members play alongside prospective new joiners with sessions split into training drills followed by quick, friendly games. The four week series concluded August 30th, 2024 with a pizza party with over 90 people in attendance.





Club Awards

The club celebrated the 2023/24 season with the Club Awards, held on September 21st, 2024 in The George.

Open Days

We welcomed 80 people to our Open Day in The High School on the September 21st, 2024 ahead of the 2024/25 season kicking-off. The occasion offered newcomers an opportunity to find out more about the club, meet our players and learn about the game. A second Open Day was held January 11th, 2025, with over 50 people attending.

Ensuring the long-term sustainability and viability of the club for future generations to watch, play and enjoy rugby in its various forms in an inclusive and safe environment is a strategic priority for the Emerald Warriors.

Your Club Your Country

This season saw huge input across the club at selling raffle tickets as part of YCYC. Together we raised more than €18,000, a record for the club, which brought us into the top 10 highest selling clubs out of 160 participating clubs in the country.

Christmas Party

The annual Emerald Warrior's Christmas Party took place in Tapped, November 7th, 2024. Approximately 100 people joined to mark the festive season. The theme was All Things Festive (Christmas Movies), allowing guests to be as creative as possible. There was also a prize for best dressed – criteria being; originality, sustainability and whimsy.

Watch with The Warriors

We were delighted to have the return of the 'Watch with The Warriors' fundraiser in The George, February 9th, 2025, to view the clash of Ireland v Scotland. We had over 100 people in attendance and raised €1,340 for the club.

Warriors host Lowlanders for Rugby Blitz

On March 29th, 2025, 54 members of our sister IGR Club, the ARC Amsterdam Lowlanders visited Dublin for a wonderful collaboration of rugby and friendship.

The blitz was hosted at the grounds of Monkstown RFC on Park Avenue, Sandymount with the Lowlanders winning the blitz, two games to one. There were 130 players, coaches and supporters from both clubs who participated in the blitz, followed by a night out in The George

Travel was made possible for eight of the Lowlanders through the generosity of some members of the Emerald Warriors who hosted our international guests in their homes.





Queen of the Warriors 2025

The Queen of the Warriors took place in April, 2025, and it was a huge success. The aim of Queen of the Warriors is to raise much needed funds for our beloved Club. The funds are used to cover club costs for events, tours and club operations. This is the Club's single biggest fundraiser.

A promotional performance to drum up excitement for the much anticipated Queen of the Warriors 2025 took place at Sunday Night Bingo in The George, in March, with our reigning Queen, Tess Tosterone (a.k.a. JP Desdinova) taking to the stage.

The show would not have been possible without the support of our volunteers, attending members and non-members, our Sponsors (Bank of Ireland, Meaghers Pharmacy, The George) and to Shirley, Davina and Dolly for hosting. Well done to Emi Gration (Morgan Bolger), our first Drag King winner.



Portugal Beach Tag Rugby 2025

The Club sent two of our Naoise teams to Portugal in April 2025 to participate in the 'Portugal Beach Tag Rugby'. Hosted by Cork Tag Rugby, the one day beach tag rugby tournament took place in Praia da Rocha, in the heart of the Algarve. There were 24 teams this year in the blitz. This is the second time the club has entered the event.

It was inspiring to see increased representation with Naoise being the only LGBTQ+ team at the tournament in 2024, and with four LGBTQ+ teams playing in 2025.





Union Cup

Union Cup took place in Oslo from May 29th, to June 1st, 2025. The Emerald Warriors had 129 people travelling over - 25 womens+ players, 71 mens+ players, 18 support staff and 15 supporters.

The Club had an outstanding year at Union with great successes across all teams including the massive Union Cup win from the Greens, 3rd place in Emily Valentine Cup for the Azures, one of their best performance in tours yet from Navy and the Alhfeim Horn win for Teals.



Pig N Porter Blitz 2025

With over 100 teams participating from around the world, Old Crescent RFC in association with ITRA are hosting the annual Pig n' Porter tag rugby festival in Limerick on Saturday, June 14th, 2025. Naoise sent 14 players this year to represent the club.

Emerald Warrior Naoise Pride Blitz 2025

In collaboration with Leinster SpEDI and the IRFU Spirit Department, the Emerald Warriors Naoise teams will be running Dublin's first Pride Tag Rugby Blitz on July 19th, 2025, in the Energia stadium. We are hoping to have 16-20 teams compete with prizes, food vendor and a DJ on the day. Monies raised will be donated to charity.

Performance

The Emerald Warriors remain steadfast in our commitment to fostering an inclusive, welcoming, and enjoyable environment where all members can engage with rugby, on and off the pitch, to their fullest potential. Inclusion and participation continue to be the cornerstones of our Club's ethos and our broader understanding of performance.

Each season, we support a growing number of new players, many of whom are new to rugby on a pathway that builds their confidence and capability to compete in leagues, such as the Leinster Metro leagues, Irish Tag Rugby Association (ITRA) leagues and International Gay Rugby (IGR) tournaments.

Performance at the Emerald Warriors is multi-faceted. While striving for excellence in competitive play remains a key focus, we also value the personal and collective development of every member, regardless of their prior experience. While competing at a high standard in the leagues and tournaments is vital, what is equally important is fostering an environment where new and returning players can grow technically, socially, and personally.

Alongside them, we've welcomed many experienced players in the 2024/25



season, who have been seamlessly integrated into our squads, enriching our teams with their skills and dedication. We continue to see a culture of appreciation and recognition embedded in our matchday and social traditions, with our players recognising the contributions of fellow teammates post-match, with forwards and backs selecting standout players among each other.

Our social media channels have also been instrumental in showcasing member achievements, team milestones, debut appearances, personal introductions via 'Meet the Warriors', consistent club updates through 'Week with the Warriors' posts, and weekly team sheets.

These achievements are only made possible through the tireless efforts of our coaches, committee members, volunteers, and players. Their planning, passion, and commitment ensure we have the resources, structures, and training programmes needed to continually raise the bar on club performance. See Performance Indication Dashboard further below for metrics.

This year the Club welcomed Tabz Peterken and Lorraine McDonnell as new coaches to the Club, and Tabz Peterken and Simon Murphy were awarded their IRFU Senior Coach qualification. This brings the number of fully qualified



IRFU coaches to seven - a very strong development from prior years. The Club welcomed guest coaches Christian Short during the season and Colm Finnegan during the Union Cup preparation.

The Club acquired a VEO Camera in mid-season which filmed and analysed competitive games for the Azures, Navys and Greens. This is an excellent tool to promote player development and team cohesion.

Mid-season Coaching Survey Highlights

Following completion of a Coaching Survey by our players, the overwhelming majority of respondents (82.5%) indicated that their level of rugby skill had improved this season and 85.7% said that their knowledge of rugby had improved.

For the womens+ rugby the top requested skills were kicking, match scenario team play jointly with play execution and tackling, followed by tackling. Whereas





the leading requests for mens+ rugby focused on match scenario team play, tackling, and scrums.

Having an offering for regular Naoise training has been positive for the Club with Simon Murphy offering skills and fitness training, while Claire Cullen has contributed more tag-specific tactical insights. The most requested skills for tag are: protecting tags, passing, and scoring in the box.

These insights can help coaches better tailor their training plans to help members progress in line with their needs.

Additionally, members offered comments on their experience with key trends emerging across the club which we are looking at:

- Player progression pathways need to be clearer to support development and goal setting
- Promoting a positive attitude on and off the pitch will help members progress while having fun
- Consistent and clear communications are needed across the club in areas such as calls and expectations

Naoise Training

There were 5 official tag training sessions that took place with the Irish Masters Assistant Coach Clare Cullen in Club year 2024/25. There was an average of 25 attendees to each training and it proved to be very successful with Naoise team bonding across our three teams. Clare introduced passing drills, game plays like switches, loops, overs and unders and different defensive strategies.

Naoise performance at ITRA awards

ITRA introduced a new award system where after each league the referees and players vote for the soundest team and best male and female player of the league. The very first awards in Drumcondra were won by the Naoise Plum team, who got the 'Soundest Team Award', Brian Leonard who got the 'Best Male Player Award' and Megan O'Mahony who got the 'Best Female Player Award', a great achievement for Naoise and for the Club as a whole.

Naoise League Performance

This year Naoise had three separate tag teams. Two in Drumcondra in the Northside and one in Gonzaga/Alexandra College in the Southside. At the start of the club year there were objectives set for the three teams:

- A Development Social team - Plum (Drumcondra, Northside)
- Competitive 'Firsts' team with an aim to play in the Northside prem league in 2025 - Coral (Drumcondra, Northside), and
- An Experienced Social team - Saffron (Milltown area, Southside):

Plum

Plum has developed incredibly well as a team over the last year. The team made excellent progress in the Grangegorman league, winning their final 7-6 in October, before returning to Drumcondra for the Autumn and Winter leagues.

Plum bid farewell to a few long standing members and welcomed many new faces to the team as we continued through the leagues in Drumcondra, many of whom had never played tag before. The team grew significantly and developed week on week.

As the team grew in size, Plum moved back to 7-a-side for the Spring league, building their confidence and ambition as they moved forward.

Coral

In September 2024, Coral was reshaped to become the Emerald Warriors' "firsts" tag rugby team, marking the start of a more competitive season. Since then, the team has put in a solid run across four ITRA leagues, combining new skills with a more competitive team focus.

Coral finished 3rd out of 12 teams in both the Autumn League (November) and New Year League (February), winning the Division 1 Plate on both occasions — a great reflection of the team's consistency and drive.

This spring brought a setback, with a narrow loss leading to their relegation to Division 2. The team went unbeaten in the group stages, reaching the Cup Final, winning the Division 2 Cup in the Winter League (April).



The aim is for promotion in the next league, the team works hard every week to improve our gameplay, with the goal of returning to Division 1 as an even stronger squad.

Saffron

Emerald Warriors Saffron have played in 7-side leagues in Gonzaga College and Alexandra College on Dublin's southside; and will be moving to UCD for the summer months. Currently captained by Stephen Mulhall, Anna Farrell was our previous captain.

The aim of Saffron was to create a high level, Division 1 team, combining competitive matches for intermediate and advanced players with a fun, social atmosphere.

Saffron continue to develop a consistent team of core players, and welcome players stepping down from contact rugby; and other tag players with tag experience who want to combine competitive matches, just below Premiere league level.

Naoise Irish Tag selections

Some of our Naoise players were selected to represent Ireland in 2025! Ireland will take on Britain in the B&I cup in the UK in August 2025. It is the first year ever to have Emerald Warrior members represent Ireland.

Congratulations to:

Shauna Bermingham for being re-selected for the Women's Seniors Training Panel

Sean Curley for being selected for the Men's Seniors Training Panel

Megan O'Mahony for being selected for the Women's Seniors Training Panel

Niamh Reddan for being selected for the Women's Masters Training Panel

Kim O'Neill for being selected for the Women's Masters Training Panel

Coaching Survey

- Increase pathways for Coaching and Referees - One new affiliate ref and two more qualified coaches.
- Increased number of coaches
- Goal on recognition and culture - post match awards
- Coaches Charter
- Increased opportunities for Pavilion members - Le Cheile. Lots of Comms on match times etc
- IRFU Leadership development course

Voice of D&I in Sport





Stand Up Awareness Week

Belong To's Stand Up Week 2024 was a great success with 13 schools visited, 23 talks given, and 2,165 students reached. Stand-up Week ran from November 4th to 8th, 2024. The smallest group was 25 students at Kingswood College and the largest group was St. Mary's, Edenderry where JP Desdinova and Alex McCormack spoke to 750 students over six separate talks.

The Principal at Edenderry said "So many students and staff were talking about how powerful the talks were". As Ireland's leading LGBTQ+ club, the Emerald Warriors have been participating in Belong To's Stand Up Awareness Week in recent years. This year's programme reached 85% more students and 45% more schools than in the previous year.

Chris Rowan of Belong To said "Thank you so much to the Emerald Warriors volunteers that delivered the talks and shared their stories. We know what a profound impact this makes for LGBTQ+ young people and how it encourages allyship and support".

Stand-up Awareness Week supports the creation of safe and supportive spaces for LGBTQ+ youth by standing up against homophobic, biphobic and transphobic bullying.

According to Belong To, one in five young LGBTQ+ people face bullying and that 76% of LGBTQ+ students feel unsafe at school.

EWRFC President acknowledged as part of IRFU Service to Rugby awards

To celebrate and acknowledge those who have made a significant contribution to the development of the game in Ireland, a special recognition award was presented to 100 Volunteers in April 2025 as part of the IRFU's 150th anniversary celebrations.

Following member outreach the Emerald Warriors nominated President Richie Fagan for the IRFU to consider recognising.

The IRFU noted that the candidates nominated were finalised by the respective provinces before their final submission to the IRFU. The awards were presented by IRFU President Declan Madden at a pre-match reception ahead of the Energia All-Ireland League Finals Day on April 27th, 2025, at the Aviva Stadium.



Performance indication dashboard



Category	Measure	2021/22	2022/23	2023/24	2024/25	Trend	Commentary
Full Contact	League Performance - Green	6 th Place	8 th Place	3 rd place	3 rd Place	↔	
	League Performance - Navy	7 th place	11 th place	7 th place	5 th Place	↑	
	League Performance - Azure	N/A	N/A	6 th place	4 th Place	↑	Moved to Division 4 from Division 5
	Tournament Performance – Green (Union / Bingham)	5 th place (Bingham)	3 rd place (Union)	4 th place (Bingham)	1 st Place	↑	Won the Union Cup in the Highest Tier in the tournament
	Tournament Performance – Navy (Union / Bingham)	Last Place (Bingham)	4 th place (Union)	3 rd place (Bingham)	5 th	↓	Got to the Gleipnar Tankard Final
	Tournament Performance – Azure (Union / Bingham)	N/A	2 nd Place (Union)	3 rd place (Bingham)	3 rd Place	↔	Joint 3 rd in the Emily Valentine Cup
	Tournament Performance – Teal (Union / Bingham)	N/A	2 nd Place (Union)	4 th place (Bingham)	3 rd Place	↑	Won the Alfhiem Horn
	No. of Teams - League	2	3	3	3	↔	
	No. of Teams - Tour	2	4	4	4	↔	
	No. of Coaches	3	3	6	7	↑	Includes 7 accredited Senior coaches

Performance indication dashboard



Category	Measure	2021/22	2022/23	2023/24	2024/25	Trend	Commentary
Non-Contact (Naoise)	League Performance - Coral	1. 14th 2. 14th 3. 6th 4. 16th 5. 11th	1. 9th 2. 12th 3. 7th 4. 4th 5. 8th 6. 4th	1. 6th 2. 6th 3. 4th 4. 3th	1. 3 rd 2. 3 rd		Congratulations to a number of Coral players for making the Ireland tag team in a variety of roles including players and team managers.
	League Performance - Plum	0	0	1. 8th 2. 15th	The team this year has focused on welcoming new players to the club and their development needs		Plum core mission is to grow together while maintaining a high level of fun and team spirit and this showed through their win of ITRA's "Soundest Team in the League" award
	League Performance - Saffron	n/a	n/s	n/a	1. 3 rd 2. 4 th		Saffron have four leagues under their belt this season across Gonzaga; Alexandra College; and currently in a league in UCD. Improving from last on the league table in our first season; to fourth; to – in the most recent - joint third / fourth in UCD.
	Tournament Performance	0	1. 1 st 2. 2 nd 3. 8 th	2. 2 nd place in Division 2 4. 6 th place in grouping	Both teams made it to their semi finals. Naoise made it to the Div4 Shield Semi Final		1. Portugal Tag Rugby on the beach 2. Pig N' Porter This year Naoise had numbers to enter two teams in the Portugal Beach tournament, up from one the year before. And put in a strong showing alongside 70+ teams at Pig n Porter.
	No. of Teams	1	1	2	3		Coral and Plum as an experience and development team in Northside venues and Saffron as an intermediate team on the South side.
	No. of Coaches	0	0	1	1		Claire Cullen did a number of training session with Naoise throughout the year in addition to training from Simon Murphy alongside Teal players.

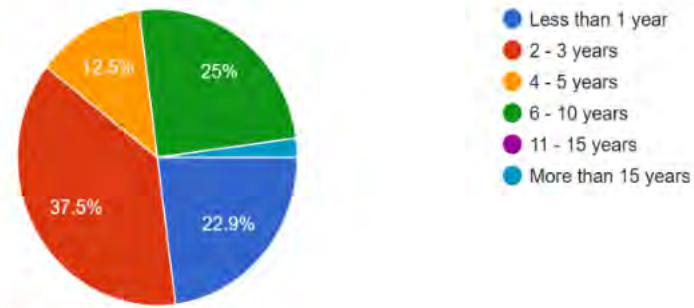


Category	Measure	2021/22	2022/23	2023/24	2024/25	Trend	Commentary
Membership	Total No	201	216	227	233	↑	
	Men+	183	186	182	174	↓	
	Women+	15	25	44	54	↑	
	Non-Binary/Queer	3	5	5	5	↔	
	Non-Contact	55	53	50	54	↑	
	Pavillion	48	47	42	34	↓	
Governance	No. of Teams League – FC	2	2	3	3	↔	
	No. Of Team Naoise	1	1	3	3	↔	
	No of Committee Members	11	11	9	10	↑	

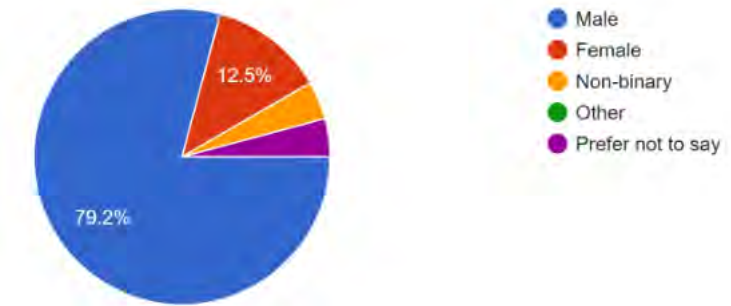
Annual survey results



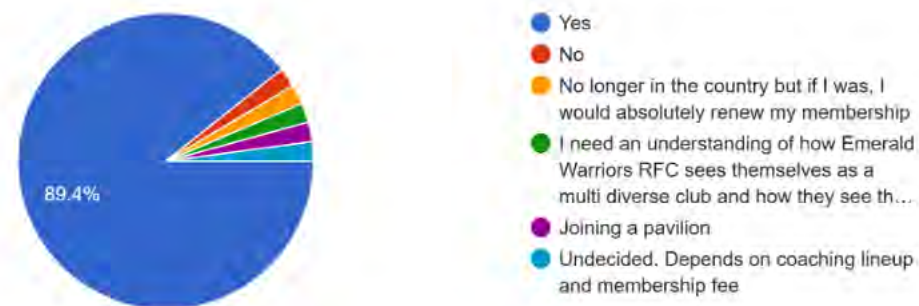
How long have you been a member of the club?
48 responses



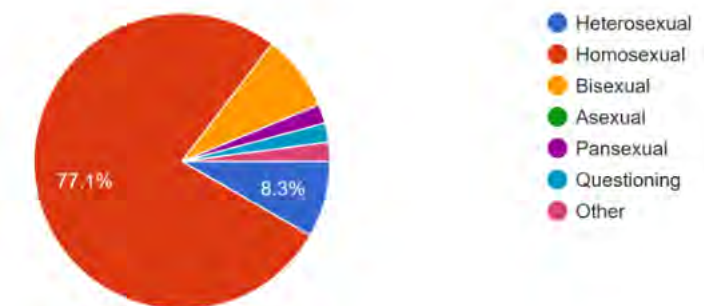
What gender do you identify as?
48 responses



Do you plan to renew your membership for the 2025/2026 season (current membership ends August 31st)?
47 responses

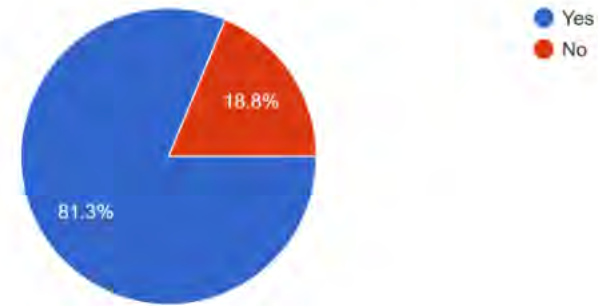


Which sexuality category best describes you?
48 responses

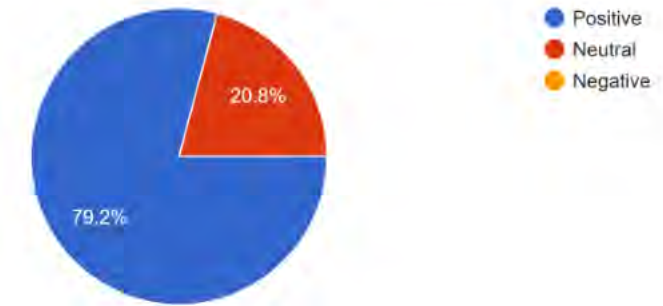




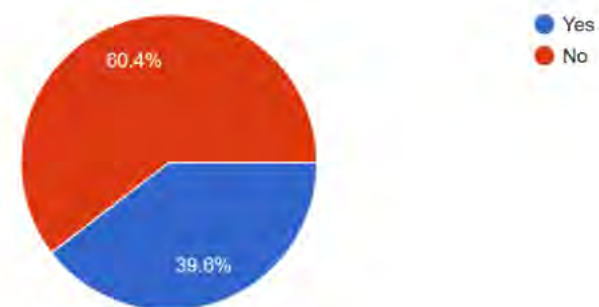
Do you feel like a valued member of Emerald Warriors EWRFC?
48 responses



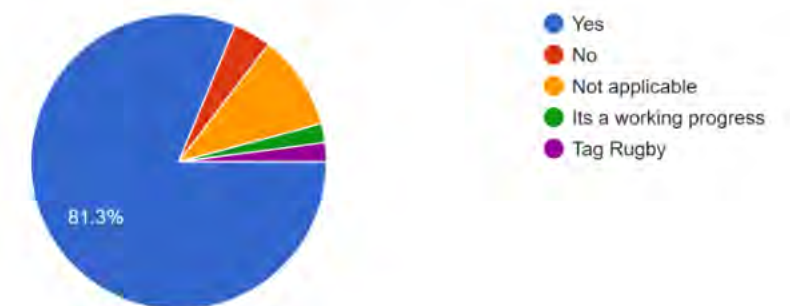
Since joining Emerald Warriors RFC, has the club had a positive or negative impact on your life?
48 responses



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



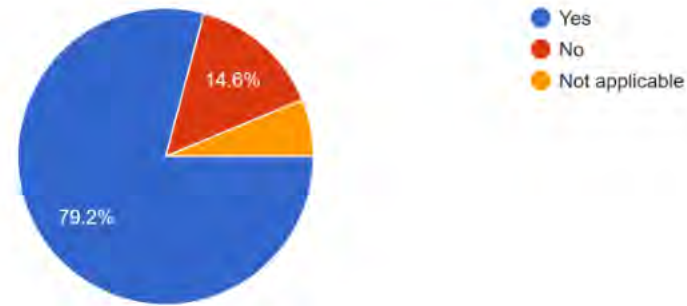
Do you feel your knowledge of rugby has improved this season?
48 responses





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

48 responses



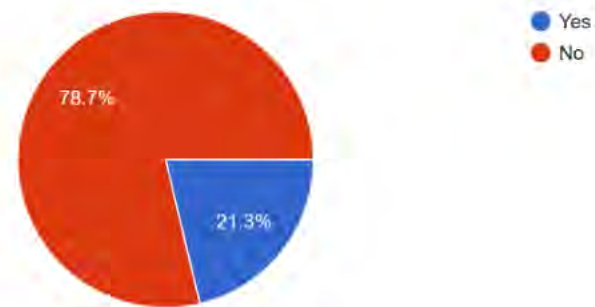
Do you feel you have been subject to harassment (based on your gender, marital status, family status, sexual orientation, religion, age, disability... member of the traveller community) within the club?

48 responses



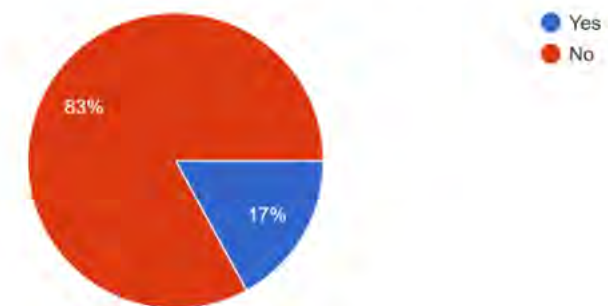
Do you feel you have you been subject to bullying (e.g. humiliation, verbal abuse, being picked on) within the club?

47 responses



Do you feel you have you been subject to maltreatment within the club?

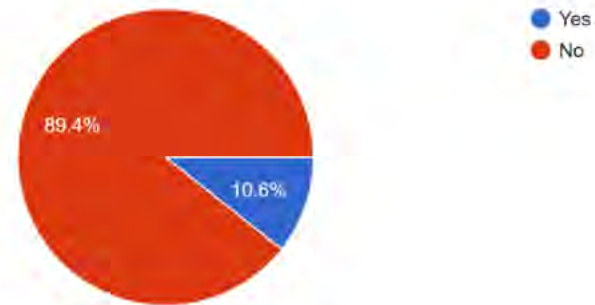
47 responses





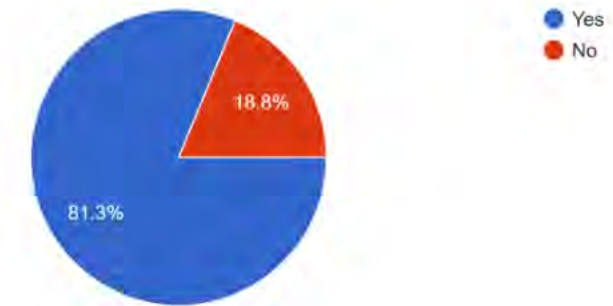
Do you feel you have you been subject to sexual harassment (unwanted physical contact, unwelcome verbal conduct of a sexual nature, unwel...sharing of suggestive materials) within the club?

47 responses



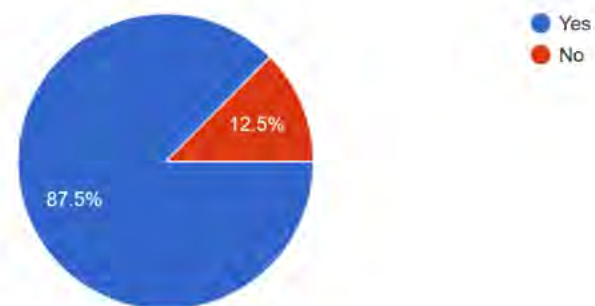
Are you aware that we have a Welfare Officer that can be contacted at welfare@ewrfc.ie?

48 responses



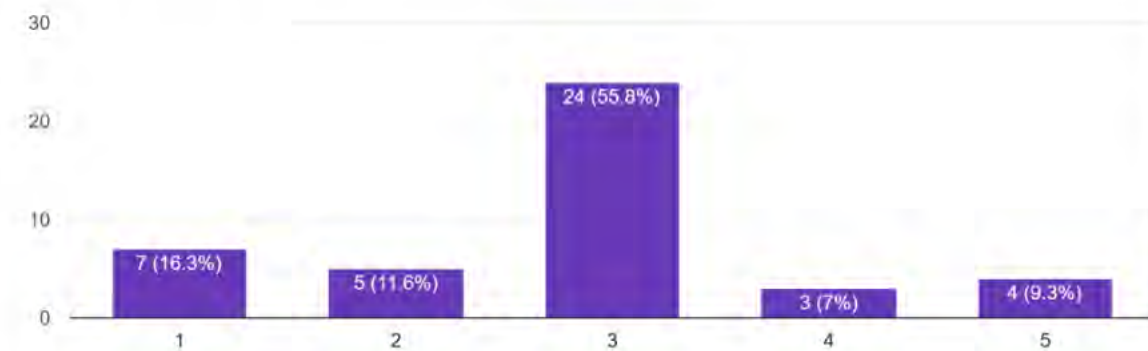
Are you aware of the Dignity within the Club policy that is stored on the EWRFC website, under the resources section?

48 responses



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

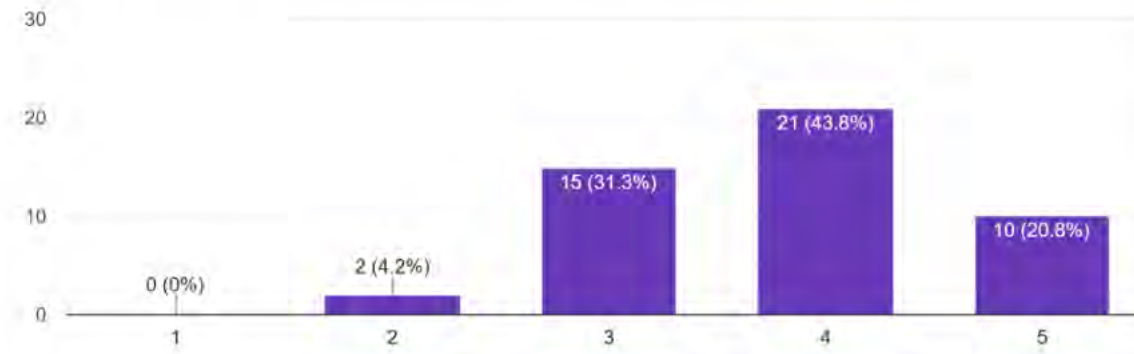
43 responses





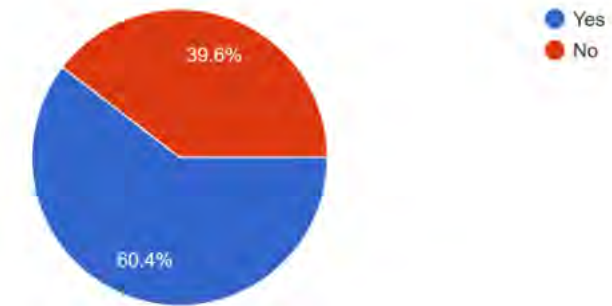
How would you rate the coaching team for the 2024/2025 season?

48 responses



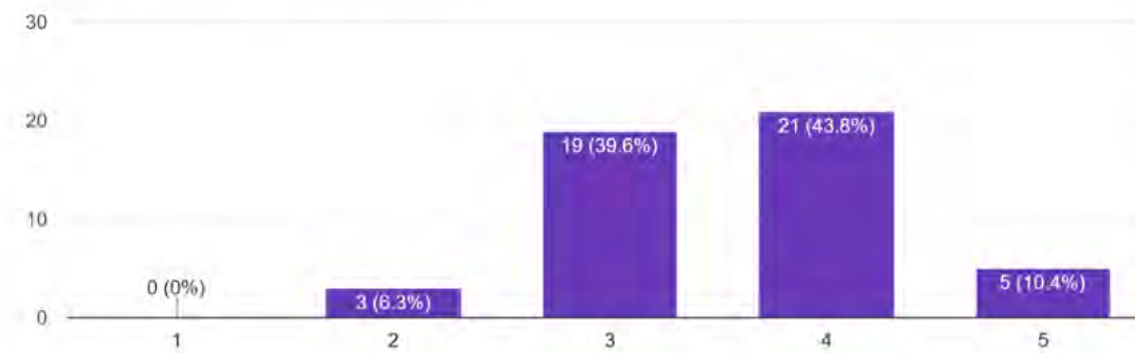
Do you know who the committee members are and what their role entails?

48 responses



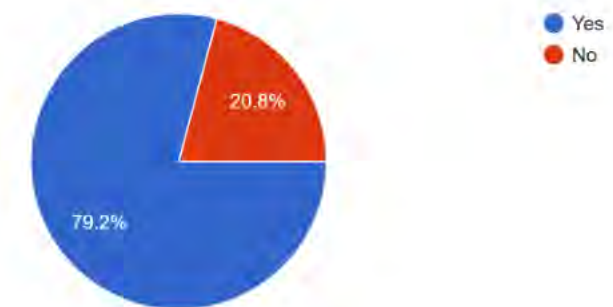
How physically fit would you rate yourself

48 responses



Would you feel comfortable to approach a member of the committee, of your choosing, to raise an issue you may have within the club?

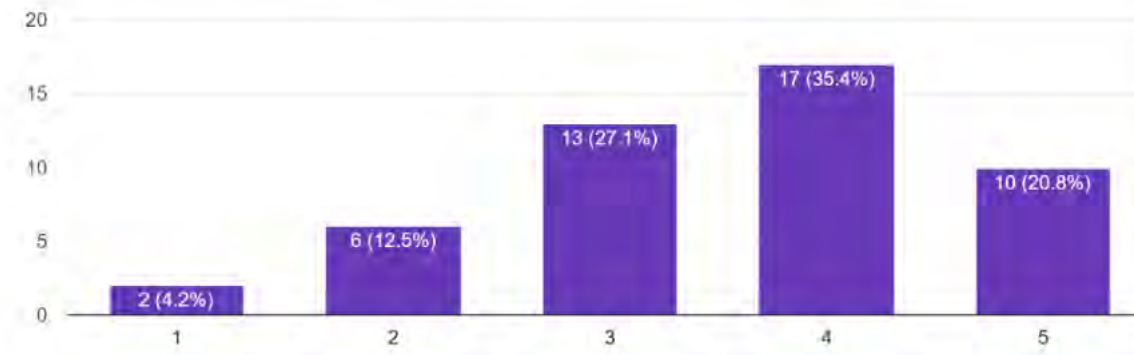
48 responses





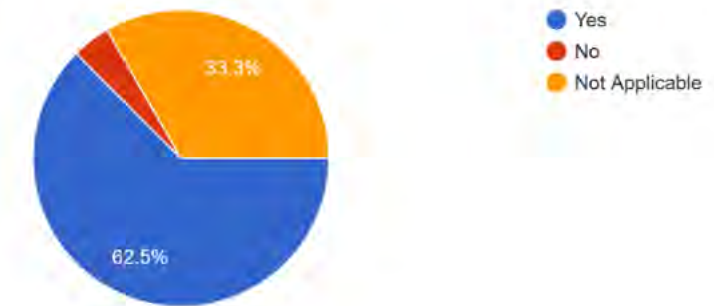
How would you rate the performance of the EWRFC Committee this year?

48 responses



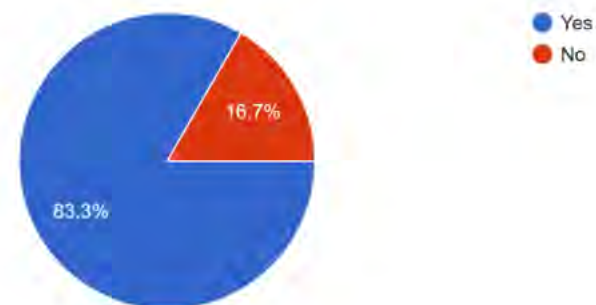
(CONTACT-SPECIFIC) Do you feel you contributed sufficiently towards attending both training and matches this season?

48 responses



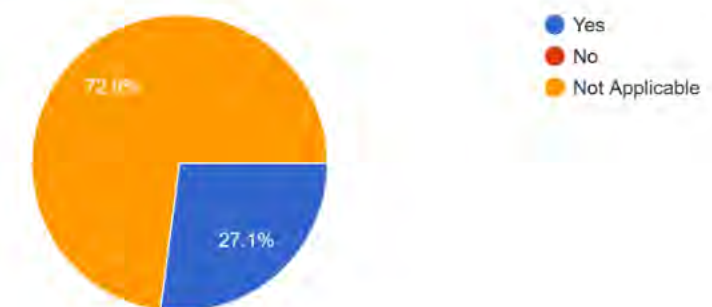
Do you feel you contributed sufficiently towards fundraising efforts for Emerald Warriors RFC in 2024/2025?

48 responses



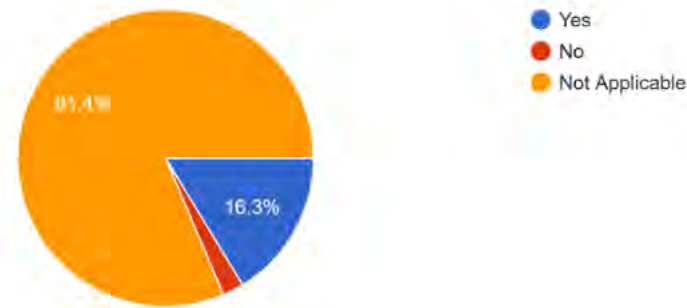
(NON-CONTACT SPECIFIC) Do you feel you contributed sufficiently towards attending both training and matches this season?

48 responses

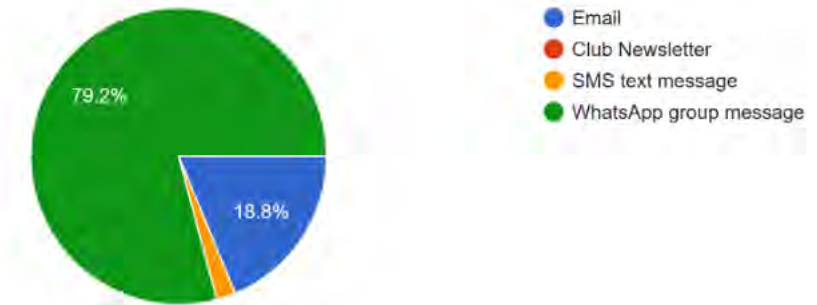




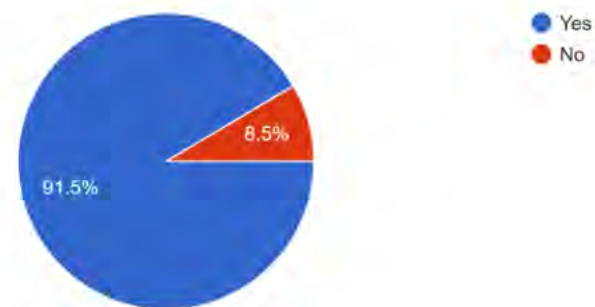
(PAVILION) Do you feel you contributed sufficiently towards training and match support this season?
43 responses



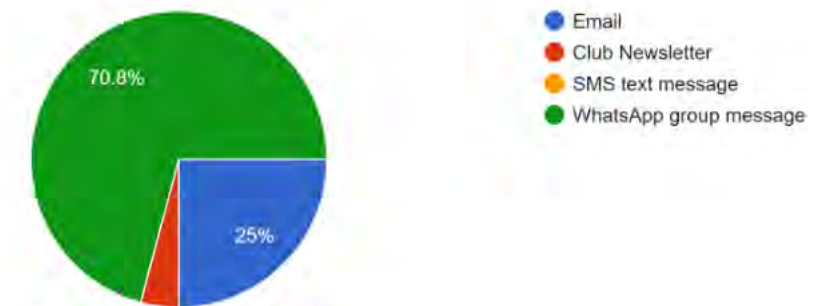
What do you feel is the best method of communication to reach you for time-sensitive in-club updates?
48 responses



Do you attend club (non-match related) events?
47 responses



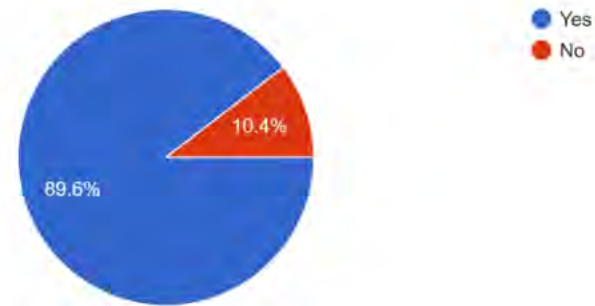
What do you feel is the best method of communication to reach you for general updates?
48 responses





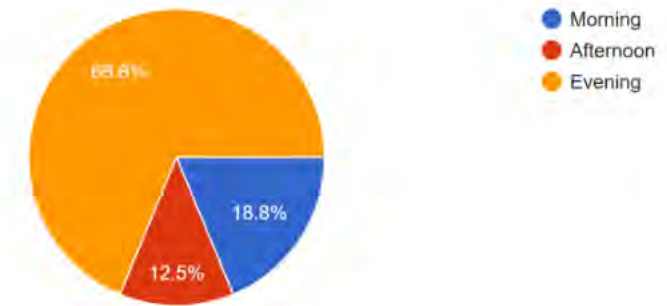
Do you read the Emerald Warriors RFC newsletter?

48 responses



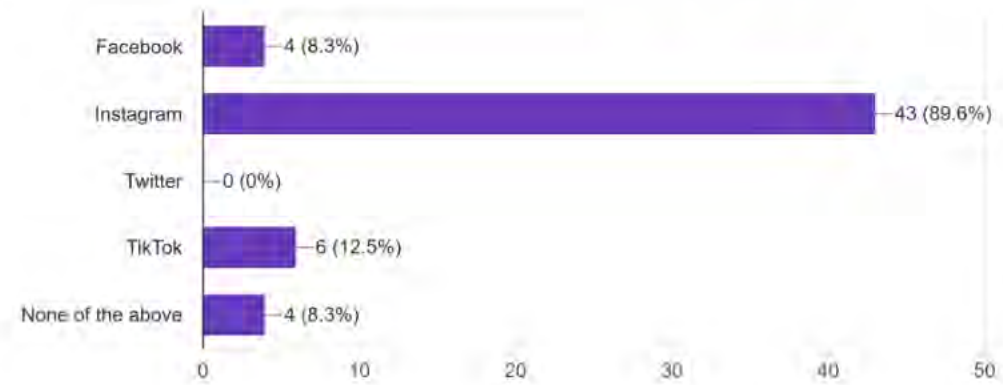
What time of day are you most active on social media

48 responses



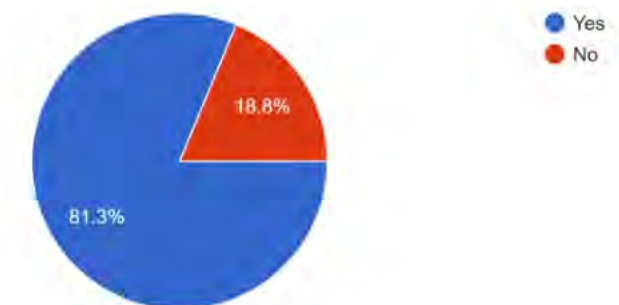
Which of Emerald Warriors RFC's social media platforms do you use most frequently?

48 responses



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

48 responses



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