



Annual General Meeting

10th July 2025

6.30pm - Starting soon...

PRIMARY VOTING DELEGATES
PLEASE **IMMEDIATELY:**

*Activate the 'Mi Voice' App now using your **unique code** (sent via email) in the 'Chat' function and **confirm your attendance** so we can confirm the quorum is in place to start the meeting*

*Make sure you confirm then click '**Next Step**' and then click '**Cast My Vote Now**' to submit your attendance*

Keep the 'Mi Voice' app open as we will use this for voting during the AGM

*Anyone having issues please identify yourself via the '**Chat**' function now*

Housekeeping Rules

- All attendees are automatically on mute when entering virtual meeting
- Only presenters will be visible via video when presenting
- Questions, comments plus proposers & seconders will be facilitated for attendees at the end of each relevant section via the 'Chat' function. If you would like to speak please just raise your hand via the react button and we will request to unmute you
- As we all know technical gremlins can show-up on any virtual meeting so if they do please be understanding and stick with us while we attempt to resolve

AGM 2025 - Agenda

1. Introduction, Welcome & Apologies
2. Minutes of last meeting & matters arising
3. Chairman's Address
4. Directors & Auditors Report on Financial Statements for the year end 31st December 2024
5. Appointment of Auditors for incoming financial year
6. CEO Report
7. Ratification/Election of Board Members
8. Close of Meeting

5. Directors & Auditors Report

Directors & Auditors Report on Financial Statements for the year end 31st December 2024

- Emailed to clubs Wednesday 3rd July (also published online)
- Deadline for queries Wednesday 9th July
- No queries received by deadline

STATEMENT OF INCOME AND RETAINED EARNINGS FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
Income		
Club affiliation, membership fees and insurance income	2,192,049	2,127,033
Operational & programme income	1,581,125	1,196,631
Grant income	1,994,440	1,592,470
	5,767,614	4,916,134
Operational & programme expenses	(3,008,662)	(2,388,249)
Administrative expenses	(2,495,248)	(2,087,708)
	-	-
Operating profit	263,704	440,177
Other interest receivable and similar income	591	-
Interest payable and similar charges	(10,328)	(9,699)
Surplus for the financial year	253,967	430,478
Retained earnings at the beginning of the financial year	2,024,523	1,594,045
Surplus for the financial year	253,967	430,478
Retained earnings at the end of the financial year	2,278,490	2,024,523

*Income & Expenditure
Statement*

Sport Starts Here.

5. Directors & Auditors Report on Financial Statements

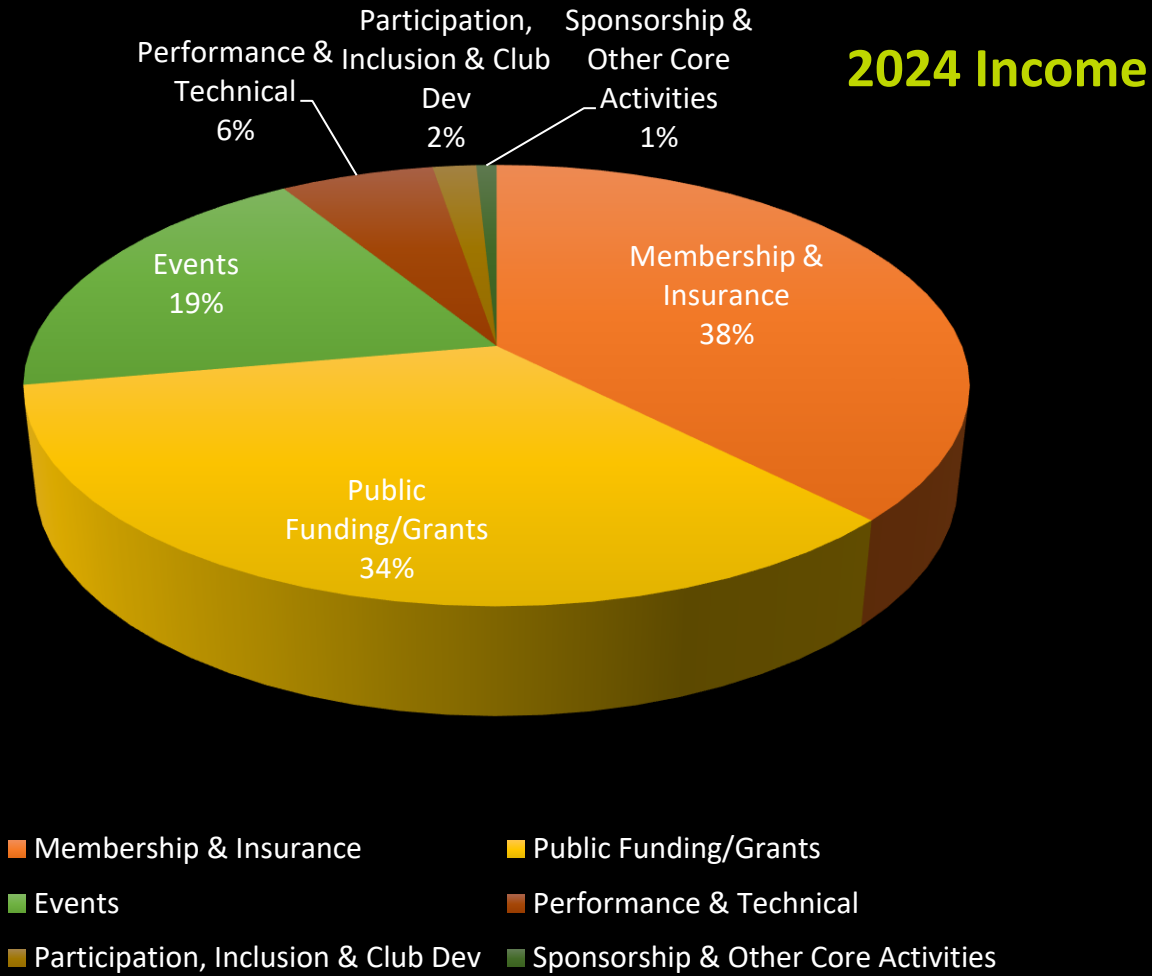
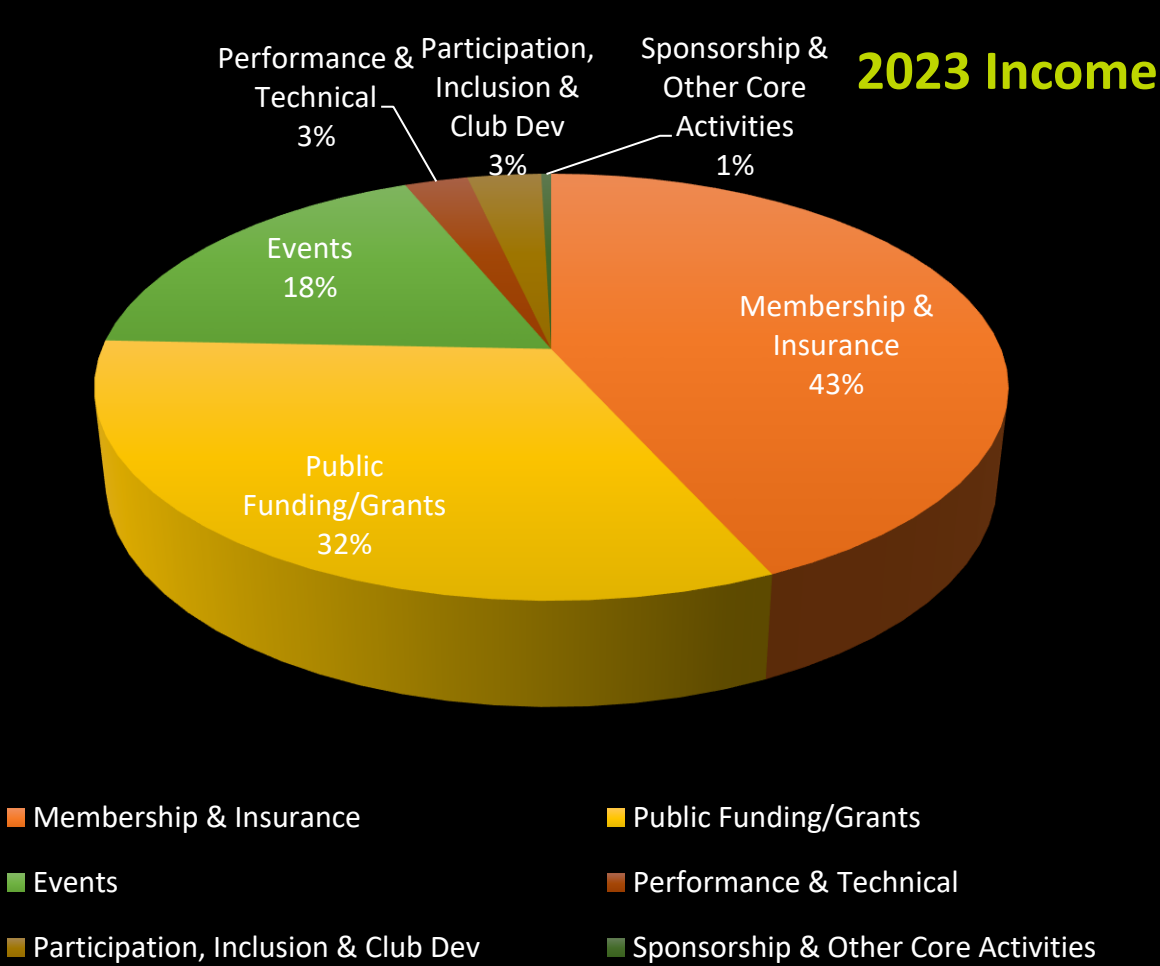
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Note	2024 €	2023 €
Fixed assets			
Tangible assets	7	1,516,601	1,161,264
		<u>1,516,601</u>	<u>1,161,264</u>
Current assets			
Debtors: amounts falling due within one year	8	382,335	446,811
Cash at bank and in hand		1,775,961	1,821,534
		<u>2,158,296</u>	<u>2,268,345</u>
Creditors: amounts falling due within one year	10	(610,578)	(780,514)
Net current assets		<u>1,547,718</u>	<u>1,487,831</u>
Total assets less current liabilities		<u>3,064,319</u>	<u>2,649,095</u>
Creditors: amounts falling due after more than one year	11	(785,829)	(624,572)
Net assets		<u><u>2,278,490</u></u>	<u><u>2,024,523</u></u>
Funds			
General fund		2,278,490	2,024,523
General funds		<u><u>2,278,490</u></u>	<u><u>2,024,523</u></u>

Statement of Financial Position

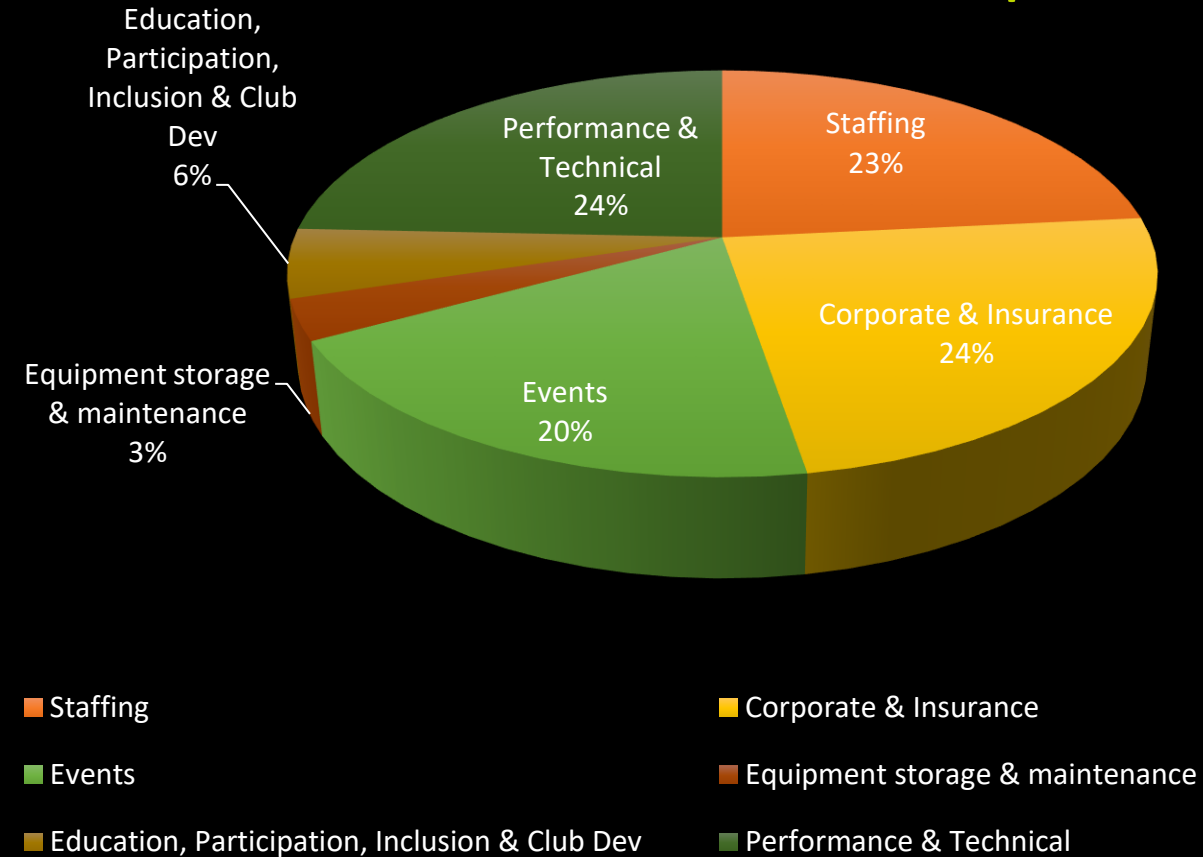
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5. Directors & Auditors Report on Financial Statements

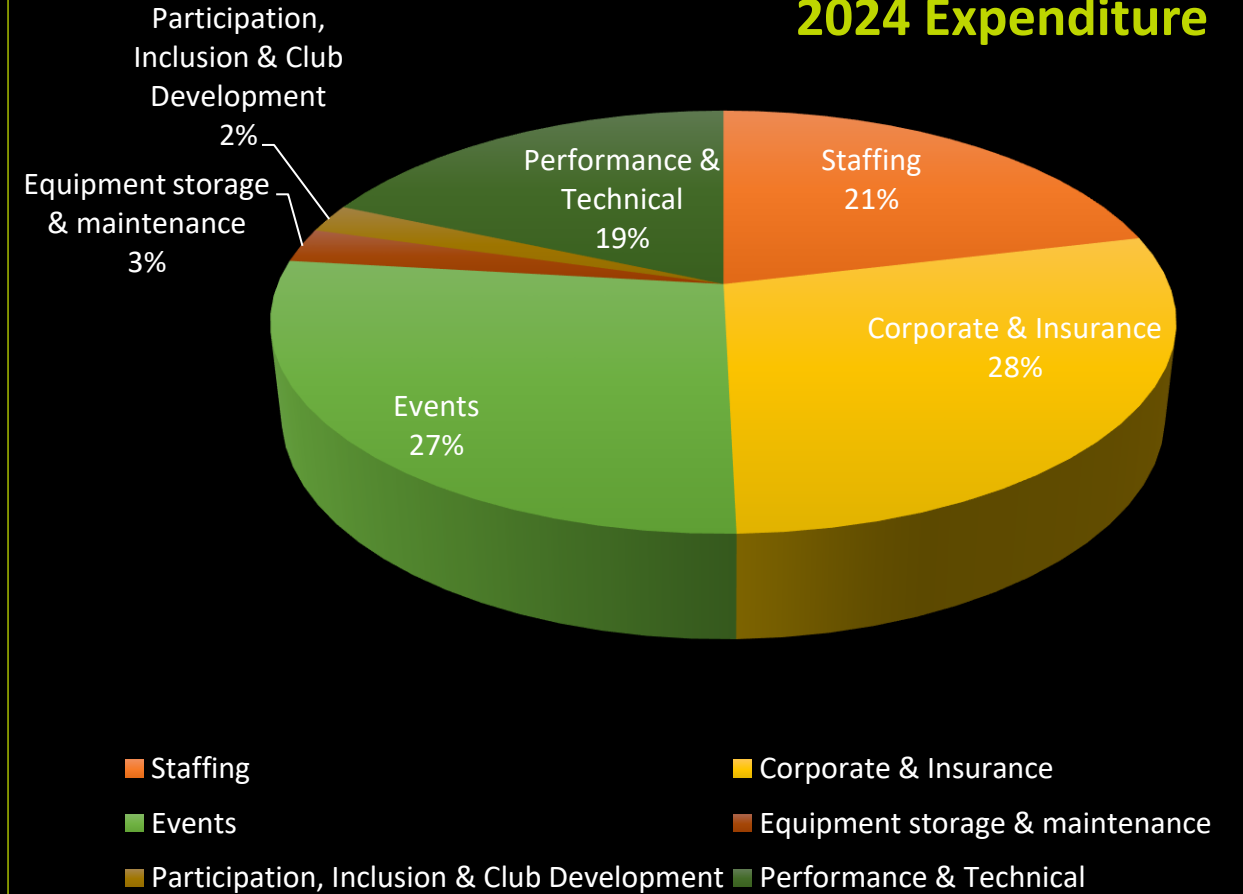


5. Directors & Auditors Report on Financial Statements

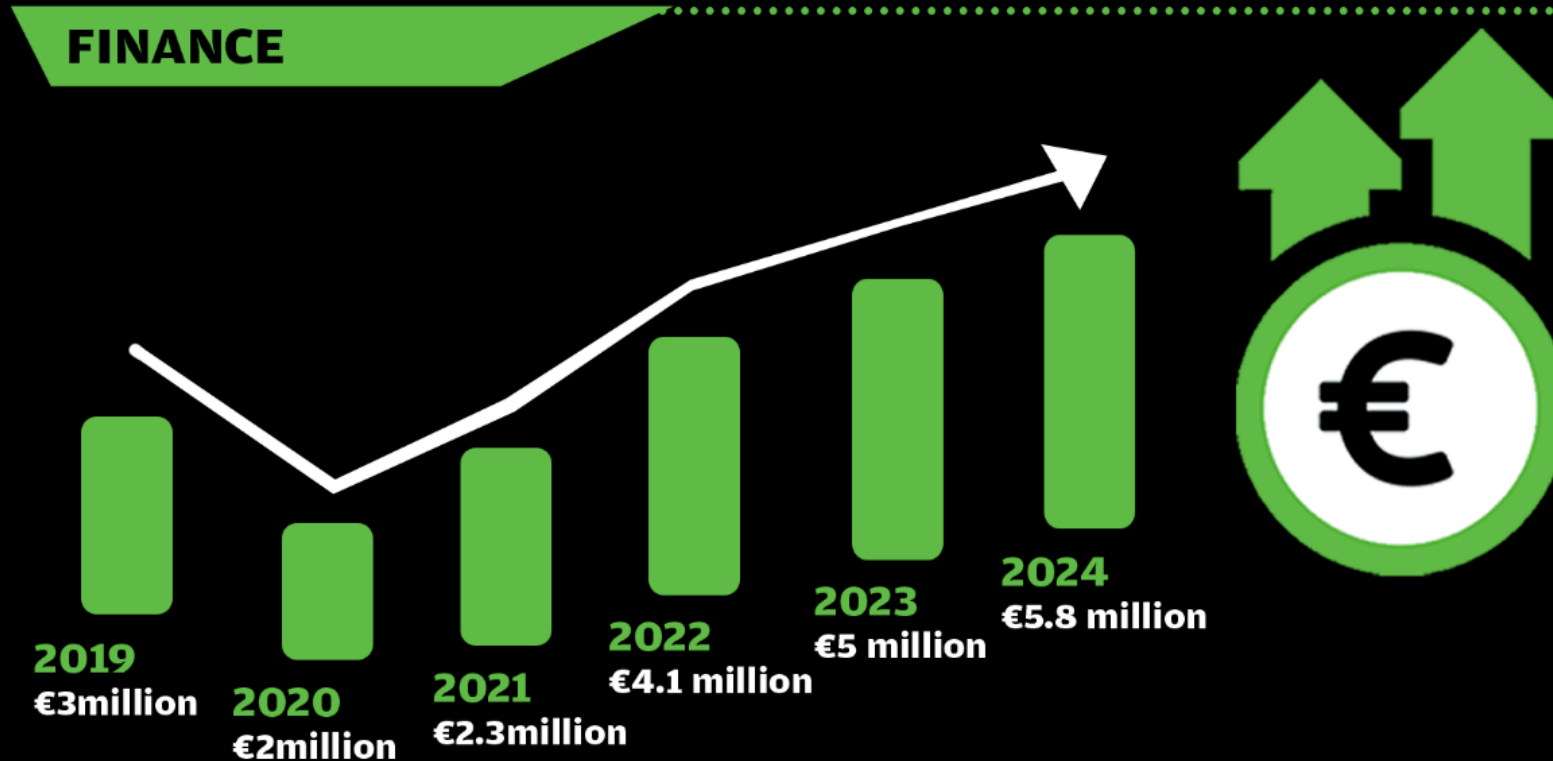
2023 Expenditure



2024 Expenditure



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Reserve target met for 2025

In line with the Sport Ireland Governance Code NGBs are required operate in a fiscally responsible manner – this includes operating a clear reserves policy as part of the wider finance policy.

The importance of reserve funds for a 'rainy day' was no more evident that during the pandemic.

For first time our history we have hit our reserves target of min 3 months max 6 months operating expenditure.

LA Cycle Financial Planning

- **2025 Budget:** GI Board approved a budget of €5.5 million allowing for a worst-case scenario deficit position of €190k to cover
 - ✓ Investment in HR to support the LA cycle re delivery of expanded programmes covering participation to performance
 - ✓ Increases in costs of services to support programmes
- **2026 – 2028 Budgets:** At this stage in the quad we are aware of the following and planning to address:
 - Increased event costs including venue hire, service provision and storage
 - Circa €900k shortfall re Performance budget over these 3 years
 - Possibility of further impact re international instability/tariff war

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6. Appointment of Auditors for incoming financial year

In line with company law and as per best governance practice we are asking for the members approval for the Board, as advised by the Audit & Risk committee, to appoint the auditors and fix remuneration in-line with competitive market rates.



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7. CEO REPORT



Sport Starts Here.

Record **40k** Individual members

84 Clubs



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800+ education
course attendees

- ✓ Coaching
- ✓ Judging
- ✓ Inclusion

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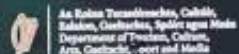
10k Gymnasts entered the national events programme

30k Ticket buying spectators attended to support

2 New podium level events piloted









GYMNASTICS 
IRELAND

EXCHANGE

Over 40 clubs in attendance for 2025 Exchange with the line-up covering:

Virtual Sessions

- ✓ Club complaint management with GI Complaints and Disciplinary Officer Eoin Gallagher
- ✓ Working with parents to enhance children's experience & performance with Professor Camilla Knight from ICoachkids.
- ✓ Gymnastics for All 'Eurogym', 'Gym for life challenge' & 'World gymnast' information sessions
- ✓ How to develop your clubs display program with Coach developer and assessor Katie Cuddington.

In Person Keynote Day

- ✓ FIG para gymnastics working group update from Angela Turner.
- ✓ Updates on our new adult gymnastics and leadership programs currently in development.
- ✓ Voice of the gymnast fire-side panel discussion.
- ✓ Connecting with your Local Sports Partnership with Deborah Foley from Carlow LSP.
- ✓ Clan Credo - community loan financing for clubs.
- ✓ 2into3 club/facility development - what funding and other supports are out there?
- ✓ Final Keynote address with European Gold medalist and Olympian Thomas Barr covering reflections on a long-term career in athletics and his recent retirement.

Club Networking Dinner & Hotel provided FOC for Clubs



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First time
attending
Euro Gym



New **Inclusive
Community Charter**
launched



Gymnastics for All (GfA)
Mentor
programme
launched



Women in Sport
research presented
at FIG GfA Colloquium
and at Ireland/UK
Sports Conference

Continued rollout of GymABLE and Women in Sport Programme

GYMABLE
INCLUSIVE GYMNASTICS FOR
PEOPLE WITH DISABILITIES

GYMNASTICS
IRELAND

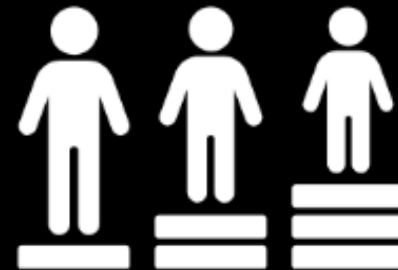
WOMEN IN SPORT

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**Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas**
Irish Human Rights and
Equality Commission

Became the first Irish sport
to undertake an equality review
with the Irish Human Rights &
Equality Commission



who praised us as a
benchmark for other
sporting bodies
& cultural institutions
regarding the
promotion
of equality in Ireland

Sport Starts Here.

Chief Executive

Director of Community
Support & Operations

Mairead Kavanagh

Director of Participation,
Inclusion & Club Development

Aimi Baker

Director of Performance &
Technical

Sally Johnson

- Operations & Administration
- Finance, Funding & Commercial
- Governance, Compliance & Risk
- SafeSport & Integrity
- PR, Marketing & Comms
- National & International Stakeholder Relations

- Participation Programming & Events
- Education
- Diversity, Equity Inclusion & Belonging programming
- Club Development
- Schools & 3rd level institutions
- Fitness & Leisure Sector

- National Squad
- International Performance Pathway
- National Competitive Events
- International Competitive Events
- Athlete Support Services
- Performance Education & Coach Development



Sport Starts Here.

New SafeSport & Integrity Manager Appointed - Megan O'Reilly:

- Member Safeguarding & Children's First compliance
- Integrity
- Club governance & culture
- Garda Vetting/Access NI
- Complaints & Discipline
- Diversity, Equity, Inclusion & Belonging
- Anti-doping
- Club/International Travel (from a member safeguarding perspective)

Updated/New GI Policies

- Complaints & Disciplinary Policy
- Anti-Bullying & Anti-Harassment Policy
- Diversity, Equity, Inclusion & Belonging Policy



Increased investment in GI SafeSport & Integrity resource:

Director of Community
Support & Operations
Mairead Kavanagh

SafeSport & Integrity Manager
Megan O'Reilly

Investigations Officer
Emma Davey (BL)

Complaint's & Disciplinary
Officer
Eoin Gallagher (BL)

National Children's Officer
Clare Sheenan

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A PLACE FOR ALL

DIVERSITY, EQUITY, INCLUSION AND BELONGING
STRATEGY 2024-2028

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gymnasticsireland.com

Safesport & Integrity

- ✓ **Commitment 1:** Engaging and Listening to Diverse Voices
- ✓ **Commitment 2:** Investing in learning and education
- ✓ **Commitment 3:** Inclusive Leadership and Governance
- ✓ **Commitment 4:** Developing and delivering inclusive programmes and services

A Place for All

Inclusive Community Charter

We are committed to engaging and listening to everyone. Our Values are:

ENJOYMENT

in our inclusive sport, whether it is at recreational or competitive level - a positive experience for our members.

PRIDE

in ourselves, in Gymnastics Ireland and in wanting to represent Ireland well on the international stage.

TEAMWORK

underpins our approach, as working together we are stronger.

HARD WORK

is how we achieve success.

AMBITION

to strive to achieve success in everything we do, from training sessions through to competition results.

FAIR PLAY

is the way we work and the way we win.

RESPECT

for each other, our competitors and ourselves.



Sport Starts Here.

**Whether at participation or competitive level
we want you to have fun and enjoy our sport**
If you wish to engage with us visit www.gymnasticsireland.com

PERFORMANCE

GYMNASTICS
IRELAND 

NATIONAL SQUAD



442 hours hours of National Squad training provided across 5 competitive disciplines

1072 hours of centralised training provided for Tier 1 & 2 gymnasts



**Enhanced Athlete Support
Services** programme roll out
commenced



**Increased
investment**
in National Coaching
team covering 5
disciplines



**Multiple Finals
and Medals**
across all
disciplines



NATIONAL RELATIONS

Sport Ireland/Dept/Government

- ✓ GI continues to have staff and Board members involved in various working groups, focus groups and other engagements relating to all aspects of SI work including participation, performance, ethics, Campus development, innovation

Olympic Federation of Ireland

- ✓ GI Chair concluded max term (8 years) as OFI Athletes Commission Chair/OFI Board member in early 2025
- ✓ GI CEO concluded max term (8 years) as OFI Board member in Dec 2024
- ✓ GI Board member Roddy Guiney gained election to OFI Board December 2024
- ✓ GI staff continue to engage re performance and Olympic programmes & comms

Federation of Irish Sport

- ✓ GI continues to engage with FIS re pre budget 'Sports Matters' government lobbying campaign in addition to various research exercises re the sector such as economic impact, insurance and tax reform

INTERNATIONAL RELATIONS

European Gymnastics Authority Members

- ✓ Mairead Kavanagh – Women's Technical Committee
- ✓ Andrew Coulter – Trampoline Technical Committee
- ✓ Ciaran Gallagher – Executive Committee (also heading up EG governance restructure & commercial strategy working group)

Hosted Meetings/Events in Dublin

- ✓ European Gymnastics Gym For All Committee (May 2024)
- ✓ European Gymnastics Executive Meeting (June 2024)
- ✓ 2024 Northern European Championships (Sept 2024)

FIG/Global

- ✓ GI continues to attend FIG & EG Congress/Meetings
- ✓ GI staff continue to engage through other groupings such as CEO, Comms and SafeSport international groups



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- Regular communication to members through GI website/digital channels plus direct emails to clubs re key governance, membership and policy matters
- GI continues to engage with media partners to maximise coverage for international events including ensuring RTE coverage of the 'majors'
- Continued digital communication re events and activities which regularly sees GI channels ranking as one of the top Irish sports in terms of engagement via Sport for Business' monthly independent analysis
- Crisis communications





STRATEGY 2025-2028

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A LOOK BACK 2021-2024 KEY ACHIEVEMENTS

The period of the last Strategic Plan 2021-2024 delivered a step change for the development of our sport in Ireland. During this time, we...

Recovery



Recovered from the impacts of the pandemic

Investment

Hugely increased internal investment and public funding investment in our programmes and events



Membership



Hit record numbers for club and individual membership

Solidifying our place as one of Ireland's largest sports

Education

Published Nationally & Internationally recognised research in key areas such as Women in Sport



Continued to rollout our wide-ranging education programme including the launch of our annual club support conference **Gymnastics Ireland Exchange**



Performance



Increased investment in our national coaching team & expanded our holistic athlete support services programme throughout the national squad to best support our next generation of emerging talent

Events

Established a world class events programme



Covering participation through to performance pathways and hosted our first podium level international event as the pilot for hosting a regular international for our members/fans at home

Equality & Inclusion

Became the first Irish sport to undertake an equality review with the



Coimisiún na hÉireann um Chearta an Duine agus Comhionannas
Irish Human Rights and Equality Commission

Who praised us as a benchmark for other sporting bodies & cultural institutions regarding the promotion of equality in Ireland

Participation

Continued to invest in our inclusive participation and 'Gymnastics for All' pathway programmes including:



WHAT DO WE VALUE



Enjoyment

Enjoyment in our inclusive sport, whether it is at participation through to competitive levels



Pride

Pride in ourselves, our club, in Gymnastics Ireland and in wanting to represent Ireland well on the international stage



Teamwork

Teamwork underpins our approach, as working together we are stronger



Hard work

Hard work is how we achieve success



Ambition

Ambition to strive to achieve success in everything we do



Fairplay

Fairplay is how we achieve our goals



Respect

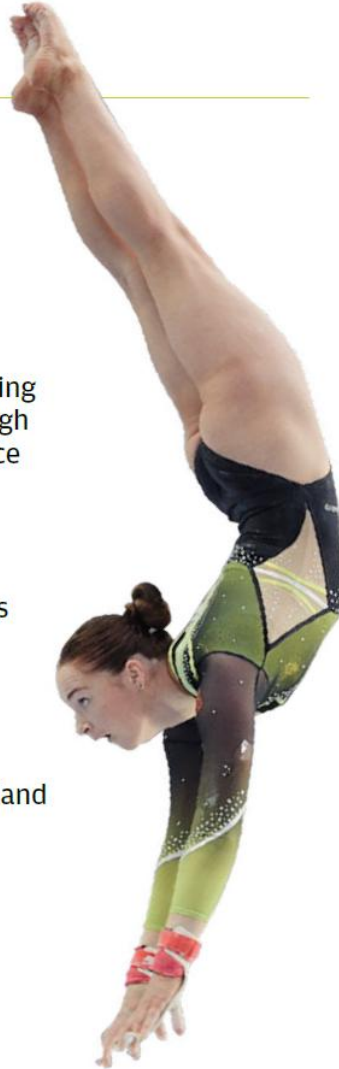
Respect for each other, our competitors and ourselves



Sport Starts Here

WHERE ARE WE NOW?

- ✓ One of the largest sports in Ireland
- ✓ Operating award-winning inclusive programmes covering participation through to high-performance
- ✓ One of the most successful high-performance sports in Ireland
- ✓ Operating one of the largest events programmes in Ireland



WHERE DO WE WANT TO BE?



Continuing to facilitate safe, healthy & enjoyable participation



Expanding our club presence in communities nationwide as part of the fabric of modern Ireland



Enabling members to constantly develop to be the best that they can be



Continuing to provide and expand our inclusive programmes and events



Entertaining the nation at home and away through the performances of our stars



Expanding our voice & influence in both national and international sport discussions

WHAT WILL WE FOCUS ON?

- 1 CLUBS, COMMUNITY & PARTICIPATION**
- 2 EVENTS**
- 3 PERFORMANCE & TECHNICAL**
- 4 COMMERCIAL, MARKETING & COMMUNICATION**
- 5 CULTURE, GOVERNANCE & POLICY**

Other matters of note



New Membership System Timeline

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Antidoping (AD) Report

- GI AD Education Plan delivery continues
- GI website updated to reflect Prohibited List AD wallet card
- AD information issued to National Squad members
- National Squad members are required to complete AD training upon squad selection
- AD reports provided to Sport Ireland
- HP gymnasts on Sport Ireland Registered Testing Pool (RTP) and out of competition testing ongoing
- Ongoing support to clubs and members provided re queries
- AD Workshops to be organised with SI AD tutors when National Squads dates have been confirmed for the newly selected squads
- Open to any requests for further training from clubs or members

Sport Ireland (SI) Governance Code Compliance

- GI Board re-declared compliance with the SI governance code in October 2022 and we continue to operate in-line with the same
- The GI 'Public Statement of Compliance' is available on the GI website via <https://www.gymnasticsireland.com/about/structure-policy/sport-ireland-governance-code>



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Questions?

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Thank-you

