

**Minutes of Swim Ireland Annual General Meeting  
Tuesday 18<sup>th</sup> April 2023  
via Zoom**

AGENDA ITEM	TOPIC
<p><b>Agenda Item 1:</b></p> <p><b>Opening Address: Swim Ireland President, Mary Haughney</b></p>	<p>Swim Ireland Chairperson Peter Conway formally welcomed past presidents, regional executives, delegates, participants, attendees, and those attending on YouTube. Peter introduced Swim Ireland Disciplines Manager Sarah Kelly who was moderating the meeting.</p> <p>He also welcomed sign language interpreters, Alison Harrington, and Sarah Garvey, and confirmed the meeting was being live streamed on YouTube. Peter then handed over to Moderator Sarah Kelly who explained the housekeeping rules.</p> <p>The Chairperson invited outgoing Swim Ireland President Mary Haughney to deliver opening address:</p> <p>Mary welcomed all who were in attendance. She highlighted that the AGM is a forum and a chance for all of us to reflect on the past year, and attendees will hear reports from the Department heads, reflecting on busy, rewarding year. Mary reflected on her year as President, attending the launch of the first Pop Up Pool in Donabate and attended others across country. Mary also attended a function in February, when the LEN TSC came to Dublin for a meeting and Site Visit for the upcoming inaugural LEN European U23 Championships and attended Past President’s Lunch last month. Finally, Mary noted she attended several club and regional meets, including Summer Nationals, and Irish Open Championships. Irish Masters, Open Water events and Swim For a Mile. Mary finished stating the organisation is fortunate to have a truly dedicated staff, who are always at the end of the phone to help, and Swim Ireland is leading the way in Governance, E-Learning opportunities, and Diversity &amp; Inclusion.</p> <p>Mary then passed back to Chairperson Peter Conway. Peter thanked Mary and then introduced the Swim Ireland Board of Directors who had served throughout the year. These were:</p> <ul style="list-style-type: none"> <li>• Board Secretary-Sorcha Ní Chléirigh</li> <li>• Treasurer- Joan Hynes</li> <li>• Connacht Representative -Jo McCormack</li> <li>• Leinster Representative -Gillian Markey</li> <li>• Munster Representative-Helen Desmond</li> <li>• Ulster Representative-Gary Stoops</li> <li>• Independent Director- Aidan McLaughlin</li> <li>• Independent Director- Mark Brennan</li> <li>• Skillset Director- Colin Morrissey</li> <li>• Skillset Director- Cathal Marley</li> </ul> <p>He then welcomed Swim Ireland CEO Sarah Keane and the other members of the Swim Ireland staff who were in attendance to respond to any queries. These were:</p>

	<p>Operations Director and Company Secretary Mary Mc Morrow, Finance Director- Celia Coffey, Performance Director Jon Rudd, Head of Safeguarding, Ethics and Youth Development, Kate Hills, Head of Education- Aisling McKeever, Head of Communication and PR- Trish Mayon, Head of Clubs, Communities and Competition-Adam Cox, Head of Participation- Ashley Hunter, CEO PA- Carmel Tooher, HR Manager- Chloe Kinahan, Discipline Support Manager- Sarah Kelly and Governance, Inclusion and Research Officer-Andy O'Rourke.</p>
<p><b>Agenda Item 2:</b> <b>Apologies, Minutes of 2022 AGM &amp; Matters Arising</b></p>	<p>Before commencing the formal business of the meeting, the Chairperson asked those in attendance to remember our deceased members and reflect on who we have lost since the last meeting. He then asked the Company Secretary Mary McMorrow if there were any apologies to note. There were none and Mary confirmed that there were 83 Delegates present. A full list of Delegates is attached at Appendix A.</p> <p>As the quorum had been exceeded the Chairperson proceeded with the formal business of the meeting. He noted the AGM 2022 Minutes had been circulated in advance and were taken as being read. He asked if there were any matters arising from the Minutes and there were none. The Minutes were then formally adopted, proposed by Mary Griffin from Otters Swimming Club, and seconded by and Sinead Fannon from Comans Swim Club.</p>
<p><b>Agenda Item 3:</b> <b>Treasurer's Report including Financial Statements for y/e 31 December 2022</b></p>	<p>The Chairperson invited Swim Ireland Honorary Treasurer Joan Hynes to present the Treasurer's Report.</p> <p>Treasurer Joan Hynes then presented the <b>Income and Expenditure Account and Statement of Financial Position for 2022</b>, copies of which had been circulated in advance and were taken as read.</p> <p>Key Points from the presentation were:</p> <ul style="list-style-type: none"> <li>• The Financial statements sent out in advance contain a detailed breakdown of income and expenditure by department.</li> <li>• The Treasurer highlighted the importance of good financial governance and confirmed a clean audit report by external auditors. In addition, Sport Ireland conduct annual and midyear reviews of grant income and key oversight committees including the Audit and Risk, and HR and Remuneration, and Governance Committee provide additional oversight to the board on financial and governance matters.</li> <li>• The Internal Audit and Risk Committee, whose membership includes two qualified accountants one of whom is independent to the Company, meet twice a year and review the finances and financial and risk procedures. An annual internal review of financial procedures also takes place and the Treasurer confirmed that no concerns were raised.</li> <li>• A comprehensive Risk Register is in place with key risks identified and plan to mitigate those risks.</li> <li>• Income and Expenditure account is noted on p11 and P.13 of the Financial Statements. Income and expenditure have increased significantly because of operations getting back to normal post Covid. Income is up 28% and Expenditure up 32%. The Treasurer was pleased to note a surplus for 2022.</li> </ul>

- Members funds have risen to €1,096,389 made up of fixed assets including the Pop-Up Pools and Net current assets which is made up of what is in the bank and the net debtors. Surplus for 2022 was achievable through the three southern regions.
- A return to normal activity realised a 28% income increase. A corresponding expenditure increase is reflected in the numbers.
- Swim Ireland has been fortunate to avail of Sport Ireland resilience funding allowing for a breakeven position at the end of the year and to receive increases in core and performance grants. This included €250,000 paid directly to support clubs.
- The Government made a commitment in the National Sports Policy (NSP) to treble performance funding. Such funding will be ring fenced for our performance programme.
- We continue to receive Dormant Accounts and Healthy Ireland Get Ireland Swimming funding to support participation programmes.
- In 2022, a new agreement was signed with University of Limerick, whose funding is now paid via Swim Ireland and not through Sport Ireland.
- Swim Ireland holds €1.1 million in reserves at end of December 2022 and this figure includes Water Polo and Region reserves.
- The Reserves Policy is conservative as we want to protect Swim Ireland, so we have an operational reserve policy of four months surplus.

**The Treasurer then referenced some key points for consideration in terms of 2022 and these are:**

- Some of the Sport Ireland resilience funding has been deferred into 2023.
- The organisation is hopeful of increased funding support to the sector following the launch of the National Swimming Strategy in 2023
- Swim Ireland are providing funding support to assist us in hosting the LEN U23 Swimming Championship in August 2023.
- A third Pop Up Pool will be delivered in the summer and will be important in continuing to provide more swimming opportunities countrywide.
- Swim Ireland will continue to invest in E-learning to improve accessibility for all.

Joan concluded the Treasurer's Report and asked if any questions to be put in the chatbox. Joan then passed back to Chairperson, Peter Conway. Peter referenced that there was no need for Lombard Accountants to be in attendance, and asked delegates if there were any questions for the Treasurer's report.

A question was raised by delegate Michael O Sullivan, Killarney Swimming Club- *Is there any controlling mechanism on the reserve funding in the regions?*

Financial Director Celia Coffey responded by saying: *Regions have begun strategic financial planning themselves for the past four years and Covid-19 has obviously changed the landscape, but work has begun on working on the level of reserve they want to hold. What they need to hold is slightly different because of the operating costs. They are working on this and what they want to invest in the coming years, for example more equipment, and that work is ongoing.*

Moderator Sarah Kelly noted delegate Michael O'Sullivan had raised his hand again. Michael asked: In relation to mechanisms for the reserve fund and being varied depending on the region. *Would it*

	<p><i>better to have a ceiling on it from Swim Ireland's point of view for more reserves to be distributed to the clubs?</i></p> <p>CEO Sarah Keane responded by saying: Individual conversations are taking place with Treasurers of the regions around what is relevant for their region and certain level of reserves which are appropriate and what investment would they like to make. The amount is not capped because each region needs to look at its own situation, but we are discussing what level is appropriate with each region to consider what is best for them.</p> <p>Peter asked if any delegates had any other questions. As none were raised Peter then asked for a proposer and seconder to adopt the financial statements.</p> <p>Pat McTigue from Kingdom Swimming Club proposed, and Terry Higgins from Mallow Swans seconded. Peter then declared the financial reports are adopted before moving on to Agenda Item 4 Reports.</p>
<p><b>Agenda Item 4:</b> <b>Reports</b></p>	<p>The Chairperson advised that a full Board report is contained in the Annual Report and asked for delegates to take time to read this. Peter then thanked all funders and partners including Sport Ireland, Department of Sport, Sport NI, Olympic Federation and in particular Local Authorities and LSPs with collaborating further in the future.</p> <p><b>i. Strategic Report</b></p> <p><b>Board Secretary Sorcha Ni Chléirigh delivered the Board Strategic Report.</b> Key points from Sorcha's presentation were:</p> <ul style="list-style-type: none"> <li>• Swim Ireland Vision and Strategy: The Vision set out in the Swim Ireland Strategic Plan 2022-2026 is to deliver an Island of Swimmers. This will be delivered through the creation of a Swim Ireland Community, welcoming people into the aquatics and encouraging participation as individual or group, or team indoors or outdoors.</li> <li>• Sorcha highlighted 2022 was the first year of the four-year plan which builds on the previous strategic cycles, empowering people to enjoy swimming, championing swimming as a life skill and gateway into other sports.</li> <li>• She noted the key areas which the board have been involved are set out on page 12 of the Annual Report and specifically referenced.             <ul style="list-style-type: none"> <li>○ A review of the National Swimming Strategy submission.</li> <li>○ A review of the organisation's stakeholder mapping.</li> <li>○ Approval of Sport Ireland grant applications.</li> <li>○ A discussion of the Sport Ireland cultural review of performance swimming.</li> <li>○ Reviewed and approved, in principle, the Diversity, Equity, Inclusion and Belonging Action Plan.</li> <li>○ Engaged in a deep dive into the education and review of course and CPD enhancements.</li> <li>○ Reviewed Complaints and Disciplinary Officers report and ongoing monitoring of cases.</li> <li>○ Approved the Terms of Reference for the Athletes Commission and approved the establishment of Water Polo Athletes Commission.</li> <li>○ Supported application to LEN for the U23s Europeans.</li> </ul> </li> </ul>

- Welcomed World Aquatics and LEN Presidents to Ireland.

**Sorcha then presented on Swim Ireland's Communication Framework and highlighted several key areas. These were:**

- Its focus is on participation and swimming as a life skill.
- Trish Mayon (Head of Communications) worked with Communications Committee to deliver a process and communications framework.
- Our Positioning statement is aligned with our Vision, and is about participation, welcoming and attracting new people into swimming with one of our key objectives providing an awareness of Swim Ireland.
- There is a subtle shift to ensure we are being welcoming and attract as many people as possible. The shift Swim Ireland need to make includes language and style of photography.
- The messaging is centred on moving away from getting up at 5am for training to have fun and join aquatics community.

Sorcha handed back to the chairperson to deliver his report.

#### **ii. Chairperson Report**

**Chairperson Peter Conway then delivered the chairperson's report. Key points which Peter noted:**

- Peter noted the Regional reports are on page 18-19 of the Annual Report and he thanked the regional executives for their work during challenging times with a full return to competition.
- He highlighted the appointment of full time Pathway Develop Coaches for Connacht and Munster and referenced that Leinster now have a Part time Competitions officer and have agreed a new contract with the National Aquatic Centre.
- He noted that Ulster had its most successful Commonwealth games ever with Daniel Wiffen claiming a silver medal and Barry McClements bronze in swimming. Also notable was the first ever diver competing for Northern Ireland in the Commonwealth games with Tanya Watson making the final of the 10M platform.
- Challenges were also faced, including access to facilities, which is an ongoing one and Swim Ireland are engaged at Government and local authority level more than ever before.
- There is a lack of experienced volunteers particularly in clubs, but there is a new energy with officials and volunteers getting to enjoy the experience.
- Peter referenced those working at Committee level, who put in a huge amount of work including Audit Committee and Governance committee.
- The Masters Committee has had a busy year supporting 70 athletes which went to Rome for European Masters and successfully brought home 14 medals and Irish records.
- The Water Polo Committee has had a significant amount of work going into the digitalisation of match sheets, team sheets and fixtures.
- Peter referenced the Anti- Doping report on page 23. The Education department, through Aisling McKeever, have launched a new Anti-Doping CPD module in 2022.

Peter asked Sarah Kelly if there were any questions. Sarah noted a question from Michael O Sullivan asking: *Increasing participation is extremely important and admirable but financial affordability is stark reality for many people and prevents people from participating in the sport. Any plans to support participation by addressing the affordability issue?*

CEO, Sarah Keane took the question and noted the following:

- Swim Ireland has worked hard to provide additional supports during Covid to the clubs directly through resilience funding, and the organisation has not sought an increase in membership fees despite costs are increasing. She also referenced Dormant Accounts and Healthy Ireland funding provisions for harder to reach groups.
- In relation to those who are not participating or engaging due to cost, she referenced that we are looking at ways in which clubs can be supported. For example, a fundraising platform around Water Polo Team travel. She asked clubs to share any ideas around this.

It was referenced that Local Authorities could be a lot more supportive in terms of pool provision.

### **iii. Operational Report**

Sarah Keane, CEO began by paying tribute to coaches, officials, club committee members. She advised that the Board and Executive team of Swim Ireland are very clear clubs are the heart and soul of what we do. She advised that she would hand over to members of the executive team to deliver departmental updates on the 2022 business plan and then conclude with an overview of plans for 2023.

#### **Education**

Head of Education, Aisling McKeever, gave the education report and began by advising that she had stepped into her role last April. Her initial remit was to review CPD, coach licencing and remove the back log of course practicals in 2022. There were many highlights for 2022 and she thanked the Education team and tutor workforce which have supported the recovery and regrowth of education in 2022 following Covid-19. Aisling highlighted the following in relation to the Education team:

- The team restructured their department to provide more support to clubs and facilities with an identified contact within the team. The department launched their weekly news in brief tutor newsletter and education monthly to Swim Ireland coaches and teachers with over 400 people receiving regular communication.
- The team moved the Team Manager course to e-learning resulting in a 200% increase in course completion. Essential IT upgrade was completed to assist with the roll out of the Step E-Learning Mobile app and improved user experience.
- A new course satisfaction survey was introduced in June to show ongoing needs and expectations of our course candidates. The current satisfaction rating is 88% and the team value constructive feedback which is shared with tutors through the newsletters.
- 21 Safeguarding courses were delivered to over 340 attendees in September 2022.
- There was a return to face-to-face learning with over 200 people attending a Swimming Coaches conference over two days.

- Principal tutors Martin Kavanagh and Mary Garvey were inducted into the Swim Ireland Hall of Fame at the Annual awards.
- The team published its 2023 course calendar for teaching and coaches' courses, CPD and safeguarding with over 100 courses available for booking through to December 2023.
- The Education team is committed to delivering coaching course practicals to support the rebuilding of clubs following Covid 19.
- The department delivered Level 2 coaching courses with an average of 5 candidates to ensure that clubs would have qualified personnel. In 2022 Swim Ireland qualified the highest number of Water Polo Coaches across Level 1 and Level 2. Aisling thanked the club's coaches, and other volunteers who supported the delivery of these courses.

**A communications update was delivered by Head of Communications and PR, Trish Mayon.**

**Highlights were:**

- 2022 was a rebuild year for the Communications Team with Trish having returned to the office in April after Maternity Leave. Jessica Lambe (Communications Executive) had done a fantastic job but left the organisation in December 2021 and between January to March there was no one in the Communications team.
- A new Communications Executive, Colin Armstrong, was hired in June 2022 with the Communications framework a substantial piece of work to deliver on.
- There was great work conducted in line with our strategy, from print to social media channels.
- A significant focus was placed on National Competitions, Social Media, Photography, and launches and events for the remainder of the year.
- The team participated in the first launch of Pop-Up Pools and Swim Ireland awards.
- The Under 23s Tournament launch was a big piece of work looking at branding for events and logos.
- The team have started with Road to Paris documentary with the next 2 years to profile athletes and give them a platform, so they are in the public eye.
- The team assisted in helping our Participation programmes and pop-up pools to reach highest audience levels.
- The Swim Ireland Awards will return this year on 4<sup>th</sup> November.
- The team are introducing a Swim Ireland podcast focusing on strategies, policies, diversity and inclusion, participation, education, performance, clubs, and communication.
- A new upgraded website will be live in coming few weeks with new capabilities.

**Head of Participation, Ashley Hunter, provided his report for the Participation Team. Ashley highlighted the following:**

- The Participation strategy launched in May 2022. Along with Business Plan for 2023 this guides the objectives for the participation department.
- The first Pop Up Pool was launched in May last year in Donabate. The second was launched in September and a third will be launched this summer. Swim Ireland has delivered a Pop-up Pool to five locations with a further 4 to take place at the end of 2023. The pools are at a location for 5-6 months and provide 500-700 swimming opportunities per week.



- The Get Swimming Partnerships are co-funded Get Swimming Officers with Local Authorities and Swim Ireland. Our first Participation officer started with Dublin City Council in September. Swim Ireland have recruited an officer for Cavan who starts at the end of April and are currently recruiting an officer for Fingal.
- Swim Ireland delivered Open Water Programmes in over 50 locations last year with nearly 4,000 swimmers. The 2023 Open Water Programmes were launched in April and will start mid-May. The organisation has added new locations and have recruited new staff which will allow us to deliver more opportunities for people to take part such as Beach to Buoy and Open Water skills.
- The Get Wet and Stay Safe campaign in Northern Ireland starts in May and again new locations have been added and new coaches have been recruited.
- 7 Open Water events were delivered last year with nearly 1,500 swimmers taking part. The 2023 Open Water events start in June and bookings will open soon.
- 80 Community Programmes were delivered in 2022 for a wide range of backgrounds including travellers, migrants, people with a disability, older people, women, and girls.
- In 2023 Swim Ireland are set to deliver over 90 programmes for the hard-to-reach part of the community.
- in 2022, 70 school swimming programmes were delivered, primarily taking place at the Pop-Up Pools but around Ireland, facilitating those from lower socio-economic backgrounds.
- Ashley thanked the full Participation team for efforts made.

**National Performance Director Jon Rudd delivered his report. Jon highlighted:**

- The 2023 World Aquatics Championships in Fukuoka Japan takes place this summer and a press release will go out in the next 48 hours with the announcement of swimmers diving and relay teams which have been selected to represent.
- The Preparation camps for swimming in Thailand and diving in Singapore are in place and with recent performances from Daniel Wiffen, Mona McSharry, Ellen Walshe, an exciting summer is ahead, and preparations are well under way.
- There are other National teams which have been selected for this summer and an announcement will be made which details who those athletes are.
- All those athletes which have been selected have been informed and will be part of the announcement for the European Junior Championships, European Junior Open Water Championships, and the team to go to the LEN Open Water Cup. The athletes which have been nominated for the Youth Olympic festival and the Commonwealth youth games must be ratified by the OFI and CGNI.
- The Sport Ireland Cultural Review was voluntary for Swim Ireland to partake in and was received by athletes, coaches, team managers and board members who understand our performance programme. Over 200 people responded, and Swim Ireland were extremely pleased with the outcome.
- Planning is underway for the 2023/24 season with a domestic calendar change because of the Olympic Games. The McCullough Meet will likely move and become more of a trial for junior teams. A review will take place regarding how the Summer Nationals programmes go this summer and implement any changes necessary for next season and we will have trials for the Olympic Games later in the year than normal.



- On an International scale, the World Championships returns in 2024, in February in Doha.
- Jon thanked all clubs and coaches who work so hard to allow athletes to deliver a high-performance level.

**Head of Safeguarding, Ethics and Youth Development, Kate Hills then delivered her report. Kate highlighted the following:**

- Swim Ireland have responded to issues surrounding the use of social media and the taking of images in changing rooms and have banned all devices, with a policy to back this up.
- The newly released PACT (Photos, Action, Caring and Trust) poster should help everyone remember appropriate on-line activities. This was sent out to Club Children's Officers (CCOs) and widely distributed within communities.
- The Club Children's Officer (CCO) forums have continued monthly; with several new CCOs coming on board in the last six months; providing valuable networking and supportive opportunities.
- The last year has seen a rewrite of the Young People's Code of Conduct to a more understandable version of the previous code and can be used as a springboard for a discussion for coaches and CCOs with young people to produce their own squad contract.
- The Emotional Resilience and Leadership programme is now available for clubs, the details are with CCOs.
- The National Vetting Bureau application process has been streamlined by using the member's profile. Applicants should ensure their details are accurate and up to date.
- 2022 saw the first opportunity for CCOs to use our Case Management Tool software which is a confidential and a secure way of recording issues, providing a more professional approach for Clubs whilst ensuring confidentiality. There are a further 20 CCOs in training.

For the next season the objectives for the department were then outlined. These are:

- The department will develop close links and work with the Swim Ireland Athletes Commission, which will expand on the framework for young people voices, to ensure concerns and issues will be appropriately heard.
- The HUB project has grown with both Youth Development and Corporate departments working on the launch. This will also showcase some of the new functionality of the website.
- The Safeguarding Policy is under review. This will allow for easier and quicker access to information, with the detail of the policy still providing the foundation for our robust safeguarding practices.
- The growth of the Case Management Tool is important for Clubs to engage with, ensuring there are no gaps in reporting and monitoring issues in clubs.
- The Children Safeguarding Statement together with the Risk Assessment of harm of abuse is due for renewal. This is a legal requirement for ROI clubs and a rule requirement for NI clubs. CCOs will be bringing this to the committees.
- Kate thanked the CCOs for your continuing support and attendance at the CCO forums.

**Head of Clubs, Communities and Competitions, Adam Cox provided an update for his team. Adam highlighted the following:**

- Clubs have shown real resilience throughout the past year and continue to rebuild and provide new and exciting opportunities for members with clear changes in committees, volunteers, and experience throughout the country.
- The team continues to engage with clubs virtually through online meetings, webinars, and forums and face to face meetings within the club environment.
- The department were pleased to welcome Ciaran Pollock, the Leinster Club Support Officer to the team in August and has provided much needed direct support to the Leinster clubs and region.
- The Resilience Grant Programme provided clubs with much needed direct financial support. This led the team to engage directly with 50 clubs to understand their financial concerns and support the development of education and training plans. The team have engaged directly with over 100 clubs throughout the year.
- The Swim Ireland Athletes Commission was established last Summer to act as a consultative body of Swim Ireland and as a voice for Irish Athletes, ensuring strong channels of communication for athlete specific issues.
- The Terms of Reference for the Water Polo Athletes Commission have been agreed and Swim Ireland are currently agreeing athletes to sit on this Committee.
- The department updated the National and Regional Swimming Competition Programme, and this aimed to create a more streamlined approach to delivery across the island focused on fun and progression. Good numbers have returned to our national competitions and into 2023.
- Changes have been made to the National Programme with the restructuring of Division 2 and Irish Summer National Championships to the Irish age groups and Senior Championships. A review will take place later in the season.
- The team continue to work with clubs and regions and support in competition delivery and we are extremely grateful for the hard work of volunteers and officials around the country.
- The team continue to support and lead in National Swimming competitions across all disciplines and have seen the successful delivery of Diving, Water Polo, Masters, and Open Water competitions.
- The department are pleased to continue to develop strong links with several key bodies such as the Intervarsities, Special Olympics Ireland, and Irish Down Syndrome Sporting Organisation.
- Swim Ireland were grateful that in 2022 Sport Ireland and World Aquatics provided grant funding opportunities which has helped Swim Ireland to invest heavily in streaming services across multiple national competitions. The organisation has introduced a nominal fee to access streaming to our National Competitions to subsidise the considerable expenditure outlaid.
- The team were encouraged by sign up numbers for the Irish Open and will conduct a full review at the end of the current season.
- It has been a very active year for Water Polo despite challenges since Covid 19, and the team continue to work with and support the National Committee and volunteers in the day-to-day activity. Highlights for the discipline included:
  - The successful inclusion of league matches for several Division 1 Men's and Women's teams in the NAC's 50M pool, the first time in the history of the sport.

- The release of the Fixtures and Results App-providing fixtures, results, and league tables for all national and cup competitions.
- A review of the International team structures and successful recruitment of team staff for national teams.
- The successful delivery of a FINA Refs School and a visit from LEN's Water Polo Director.
- Open Water saw a significant increase in popularity since Covid-19 and the trend continues. Swim Ireland clubs continue to be active in activities with more events.
- A pilot of the Event Licencing Scheme took place in 2022, which has been successful and provided a better understanding of events being delivered by our clubs and a clear national calendar of Open Water events as we look ahead to 2023. This is now mandatory for all clubs running Open Water events under Swim Ireland.
- There is an active calendar of Open Water events in each region. Swim Ireland delivered the first National Open Water event with National team selection event in Summer 2022 and look to grow further in 2023 with the National 5K and 10K Championship.
- Swim Ireland continue to support the Masters Committee on the day-to-day operations of the sport. The organisation supported several Masters Galas and Competitions throughout the year and delighted with the attendance at the Celtic Masters, Irish Open Long Course, and recent relay gala.
- The European Masters was a highlight with over 70 swimmers representing their clubs and Open Water, pool swimmers, and Water Polo players came home with an abundance of medals.
- Adam thanked clubs for all the hard work for our members and volunteers, with the team looking forward to supporting them through the next year.

**Mary McMorrow, Director of Operations and Company Secretary provided an update on Corporate/Operations team activity. Mary highlighted the following:**

- An introduction to team members delegates might not be familiar with starting with Finance team: Celia Coffey, Director of Finance supported by Christine Huston and Yasmin Reynolds.
- This is one of our busiest departments with many financial transactions. Since the previous AGM, the team have processed over 25,000 transactions on SAGE.
- There is a large element of grant monitoring and reporting. Sarah Keane, Mary McMorrow, and Celia Coffey are on the Grant Monitoring Committee and Heads of Departments deliver quarterly board reports and contribute to mid and end year review updates for Sport Ireland.
- Chloe Kinahan is Swim Ireland's HR Manager, and she is responsible for the recruitment, on boarding, training, and development across the organisation. Chloe ensures our values and behaviours are embedded throughout the organisation.
- Carmel Tooher is the Personal assistant to Sarah Keane. As well as this she is a key liaison to the Board of Directors and is responsible for the logistics of board meetings.
- Trish Mayon is Head of Communications assisted by Colin Armstrong and together they are responsible for rolling out the organisation's Communications framework.
- The Governance and Operations Team includes Mary McMorrow and Andy O'Rourke who is Governance, Inclusion and Research Officer and provides support for the provision of best

practice governance across the organisation and plays a lead role as Inclusion Officer, in the development of inclusive practices and policies.

- Beth Carson is Women in Sport Lead and is responsible for developing and rolling out programmes and policies that support the inclusion of women across the organisation and sport in general.

**Mary then detailed the highlights for the team for 2022 which were:**

- Securing the European U23s Championship, through significant lobbying by our CEO and others at European and National Level, and support from Sport Ireland.
- Launching our Swim Team Values Statement which is important to us as our behaviours define the culture of the organisation.
- A strong financial performance with an unqualified opinion clean audit as we pride ourselves on prudent financial management and clear policies and procedures.
- The representation on the Executive boards of LEN and World Aquatics and World Coaches Association, LEN Swimming Technical Committee, LEN Coaches Committee, LEN Learn to Swim Commission and Learn to Swim Working Group.
- Development of a programme on Artistic Swimming and Aqua Dance for Teenagers with our Women in Sport Leadership Programme receiving the Sport Industry award for the programme.
- Swim Ireland are part of that working group for the National Swimming Strategy since July 2022
- A Pool Innovation Report was produced on the request of the Minister for Sport and shows a range of modern, more environmentally friendly, and cost-effective ways of building pools. Swim Ireland are also developing a Swimming Facilities Planning Model for Local Authorities.

Mary passed back to CEO Sarah Keane to conclude the Business Report.

**CEO Sarah Keane then concluded the Business Report. Sarah highlighted:**

- There is 40+ staff now in the organisation with a mixture of full time and part time across the Island. Swim Ulster have several new staff with an increase from 5 to 7.
- Staffing costs are rising, and the organisation is aware of this for strategic financial planning, with specific areas of recruitment.
- Under National Sports Policy the organisation is considering whether we can continue with local activators such as the Get Dublin, Cavan, and Fingal Swimming Officer.
- Sarah referenced the war in Ukraine which is impacting on Swimming and Aquatics. World Aquatics and LEN Board have ongoing discussions as to whether Russians and Belarusians athletes will be allowed to compete at European and World level. Currently the position by LEN is these athletes are not allowed to compete.
- The International Olympic Committee have asked the international federations of all sports to consider looking at a pathway for the re-introduction of Russians and Belarusians athletes in time for Paris 2024. World Aquatics have set up a task force to consider the matter. World Aquatics' executive view relates to IOC charter and peaceful competition while Europeans have a different view for this war.

	<ul style="list-style-type: none"> <li>• Swim Ireland will approach clubs regarding our Diversity, Equity, Inclusion and Belonging Action Plan to ascertain their views.</li> <li>• Swim Ireland will approach clubs regarding our Transgender Policy. World Aquatics has made its decision, like World Athletics. There is a need to look at inclusion and competitive fairness and the organisation has consulted internally and our aquatics community already.</li> <li>• The organisation is working on a Sustainability Policy and membership will hear more about this.</li> <li>• A Retention Committee has been established. A challenge in relation to membership is there is only have a certain amount of pool space. 15-20% of our membership numbers are lost each year but new members shadow these numbers. This is a key topic which clubs will hear about soon.</li> <li>• Swim Ireland are looking to re-introduce Artistic Swimming and the organisation would like to hear from clubs in how to do so.</li> <li>• Looking to develop Open Water swimming further and now building a National Open Sea pathway. Membership will hear about this in the coming months.</li> <li>• Infrastructure: Biggest challenge we continue to face is access. There are issues around open water, safe swimming, buoys, areas marked off, appropriate facilities and changing rooms and that is something we are also considering but for indoor swimming it is access.</li> <li>• Our Swim Ireland strategy is transformational regarding infrastructure being a main pillar of the strategy and looking at how we can do this differently. Our vision is clubs will start working with us to run Swimming pools. Swim Ireland are in discussions with government around Swimming Pool Infrastructure.</li> <li>• Large Scale Infrastructure fund- Swim Ireland are talking to government to try to unlock these applications with a view to building.</li> <li>• Challenge is to lobby and advocate that there are two new areas developed under current Sports Capital programme (€200K-400K, and + €400K allocations). Swim Ireland are going to push this forward for the growth and development of our sport.</li> <li>• Swimming has been called out in the National Sports Policy as a priority sport, and most people will refer to at policy level, and as we referred to as a life skill. Clubs offer sustained participation.</li> <li>• Access is one of the biggest challenges and why we established the Pop-up Pools. We are talking to local authorities, we are talking to government, and will make things better for clubs. Conscious that Connacht has no 50M pool, Cork has no 50 M pool, and other areas don't have access, and Swim Ireland are trying to do something about it.</li> </ul>
<p><b>Agenda Item</b> <b>5:</b> <b>Motions</b></p>	<p>Chairperson Peter Conway introduced Mary McMorrow to present the motion on behalf of the board. Mary highlighted the motion and voting procedures. Mary then read the single special resolution of the company that article 29 be deleted in its entirety and replaced with a new article 29 which shall read: <i>'Where any member of the Club Committee has served as a club Committee officer of the Club Committee for six years (whether consecutive or not) he/she may not serve as a member of the Club Committee until at least two (2) consecutive years have elapsed since he/she last served.'</i></p>

	<p>Mary asked if there were any questions or debate, to indicate in the chat function or by raising a hand. No questions were raised. Mary then handed back to Peter to call for the vote.</p> <p>Peter asked Andy O'Rourke to run a test poll. Andy launched the test poll to asked those participating to confirm they were voting delegates. Andy confirmed the results were 97% Yes and 3% No. Andy asked those that have said No to ensure they do not participate. Andy then launched the poll for the Motion to amend Article 29 asking delegates to answer Yes/No to this proposed amendment. Andy shared the results which were 89% Yes and 11% No. Andy then passed back to Peter.</p> <p>The Chairperson confirmed as 75% of votes cast were in favour, the motion is carried.</p>
<p><b>Agenda Item 6:</b></p> <p><b>Elections (to include introduction of new Directors)</b></p>	<p>Chairperson Peter Conway proceeded to elections and confirmed had six vacancies on the board. Nominations had been invited in respect of the Honorary Treasurer and Skill Set Director. No more than one nomination had been received for each position. In addition, elections took place at the Regional Conferences for vacancies arising for regional nominees (one for each region). The incoming Directors for ratification were:</p> <ul style="list-style-type: none"> <li>• William Irwin-Nominated by Leinster</li> <li>• Mark Wilson- Nominated by Ulster</li> <li>• Helen Desmond- Nominated by Munster</li> <li>• Jo McCormack-Nominated by Connacht</li> <li>• Joan Hynes- Nominated by St Vincent's Water Polo Club and seconded by North Dublin Winter Swimming Club for the honorary treasurer vacancy.</li> <li>• Mary Haughney- Nominated by Mallow Swans Swimming Club and Seconded by Blackrock Swimming Club for the Skill Set Director vacancy.</li> </ul> <p>The Chairperson asked for proposer and seconder to ratify the appointments. Terry Higgins from Mallow Swans proposed and seconded by Paul Burke NAC Masters. Peter thanked them both and welcomed the new Board Directors.</p> <p>Peter thanked outgoing directors- Colin Morrissey, Gillian Markey, and Gary Stoops for their immense contribution to the Board.</p>
<p><b>Agenda Item 7:</b></p> <p><b>Introduction of incoming Swim Ireland President</b></p>	<p>The Chairperson introduced the next Agenda item, the introduction of the incoming President of Swim Ireland. He advised that it was the turn of the Leinster Region to nominate this year and invited outgoing President Mary Haughney to say a few words.</p> <p>Mary thanked her club, Mallow Swans for nominating her as President. She also thanked the many clubs within the Munster region who have supported her. She acknowledged and thanked the Swim Ireland Board of Directors who lead our organisation and who are willing to make bold decision and thanked the staff at Swim Ireland. Finally, she wished her successor the very best of luck in and said that she felt that he will be a brilliant ambassador for our Sport.</p> <p>Mary then passed over to Rose Bergin, Leinster Region Chairperson, to introduce the new Swim Ireland President.</p> <p>Rose advised that the Leinster region is delighted to nominate Joe Gavaghan of ESB Swim Club for the Swim Ireland Presidency at our Regional Annual Conference. Joe has been involved since 1993 at</p>

	<p>all levels which started in swim teaching and moving onto club committee in the role of chair and vice chair. Joe has also been on the Leinster Regional Committee and the Board of Swim Ireland. Joe has been officiating for many years and attended the Swim Ireland officary school to qualify as national judge and starter and National referee this February.</p> <p>The Chairperson thanked Rose and turned over to Joe Gavaghan to say a few words:</p> <p>Joe thanked Rose for the introduction and said that he was honoured and humbled to be Swim Ireland President for the coming year. He thanked his club ESB and other clubs in Leinster for selected him for the role of President. He hoped to represent them and all members of Swim Ireland across the aquatic disciplines throughout the four provinces to the very best of his ability. Joe also thanked ongoing President Mary Haughney for her dedication to the role, for her friendly help and regular pieces of advice in officiating at National Galas. Finally, Joe thanked Chairman Peter Conway and looked forward to working with members.</p> <p>The Chairperson thanked Joe and wished him the best for year ahead. He then proposed Mary Haughney be added to the list of Past Presidents.</p>
<p><b>Agenda Item 8.</b></p> <p><b>Closing Remarks, Chairperson (Peter Conway)</b></p>	<p>The final matter of business was to agree a date for next AGM. The date proposed, April 23<sup>rd</sup>, 2024, was agreed without objection.</p> <p>The Chairperson thanked all delegates, and those attending on YouTube. Peter also thanked all contributors, participants, and staff. <b>The meeting concluded at 20:54.</b></p>

**Appendix A Swim Ireland AGM 2023: Delegate List**

Name	Club
Aine Galvin	Aer Lingus Masters SC
Mary Fitzpatrick	Aer Lingus Masters SC
Ann Coughlan	Aer Lingus Swim Club
Audrey Clancy	Aer Lingus Swim Club
Paul Ivory	Asgard Swimming Club
Barry Gallery	Askeaton Swimming club
Leona Blackwell	Askeaton swimming club
Jon Cowgill	Banbridge ASC
Mark Wilson	Banbridge ASC
Chris Stewart	Bangor ASC
Jane Reilly	Bangor Barracudas
Norma Barrett	Blackrock Swim Club
Marian English	Castlebar Swimming Club
Eugene Hillick	City Of Derry



Jeffrey Gallagher	City Of Derry
Cathy Harte	Claremorris SC
Maureen Walsh	Claremorris SC
Dermot Marron	Clontarf SC
Xavier Timmons	Clontarf SC
Sinead Fannon	Comans Swim Club
Shauna Mulligan	Cookstown Swimming Club
Brid Mc Cole	County Sligo Swimming Club
Patricia Kilcullen	County Sligo Swimming Club
Grainne Keogh	Curragh Swim Team
Linda Spollen	Curragh Swim Team
Giuseppe Whelan	Dolphin SC
Mick McCormack	Dolphin SC
Ciaran Doyle	Drogheda Swim Club
Fiona Bolger	Drogheda Swim Club
Caroline Burke	Dungarvan Barracudas
Jane 'O'Shea	Dungarvan Barracudas
Alison Deane	Ennis Swimming & Lifesaving Club
Aideen Speer	Enniskillen Lakelanders
Orlagh Mccreesh	Enniskillen Lakelanders
David Mitchell	ESB Swimming Club
Dermot Dorgan	ESB Swimming Club
Jane Ryan	Glenalbyn Masters
Ciaran Harding	Guinness SC
Colette Kelly	Guinness SC
Colin Morrissey	Half Moon SWPC
Dominic Mullan	Half Moon SWPC
Elaine Daly	Kells swimming club
Jeff Phillips	Kells swimming club
Ashley Godden	Kilkenny Swim Club
Michael O'Sullivan	Killarney Swimming Club
Pat McTigue	Kingdom Swimming Club
Spela Cvar	Kingdom Swimming Club
Nicola Donagher	Laois Marlins Swim Club
Francois Du Plessis	Larne Swimming Club
Gillian Simpson	Larne Swimming Club
Jillian Newberry	Leander
Paula Cunningham	Leander
Charlene Mason	Lecale ASC
Linda foley	Limerick Swim Club
Paul Kennedy	Limerick Swim Club
Emma Lockhart	Lisburn City Swimming Club

Paul McQuillan	Lisburn City Swimming Club
Jo McCormack	Longford SC
Ronan Garvey	Mallow Swans
Terry Higgins	Mallow Swans
Martin Bourke	Meath Masters Swimming Club
Declan Harte	NAC Masters
Paul Burke	NAC Masters
Cliona O'Connor	NAC Swim Club
Eoin O Donoghue	NAC Swim Club
Mary Griffin	Otter SC
Louise Skeath	Sliabh Beagh Asc
Eddie Downey	Splash world sharks
Gillian Markey	St Fiaccs Swim Club
Martina Sheehan	St Fiaccs Swim Club
Eoin Bridgeman	St Vincent's WPC
Tom Cross	Sundays Well SC
Niamh Kinsella	Swim Plus SC
Sean Kinsella	Swim Plus SC
Brian Sweeney	Templeogue Swimming Club
Mark McInerney	Templeogue Swimming Club
Colette McGrath	Tipperary Tigersharks
Ananda McKeon	Trident Swim club
Jonathan Preston	Trojan Swimming Club
Louise Campbell	Trojan Swimming Club
Kerstin Glueck	Viking SC
Michelle Whelan	Viking SC
Jacqueline Quinn	Waterford Crystal SC