

## SWIM IRELAND BOARD MEETING

### TUESDAY 28 MAY 2024

### POINTS OF NOTE FOR CLUBS, REGIONS, AND STAFF

The Swim Ireland Board of Directors held its first meeting post-AGM on Tuesday 28 May 2024. The meeting took place in Irish Sports HQ with two Directors joining remotely. The following Points of Note may be of interest:

The new Chairperson Cathal Marley welcomed new Directors Kate Sherry (Board Secretary), Joe Cosgrove (Skill Set) and Darragh McGinley (Independent) and incoming Swim Ireland President Alison Honan to their first formal meeting following their Induction Session which took place on Monday 13 May 2024. There is one outstanding vacancy on the Board for an Athlete Nominee which is expected to be filled shortly. The makeup of the Board is as follows:

**Chairperson:** Cathal Marley      **Board Secretary:** Kate Sherry      **Hon Treasurer:** Joan Hynes

**Regional Nominees:** Jo McCormack (Connacht), William Irwin (Leinster), Helen Desmond (Munster), Mark Wilson (Ulster).

**Independent Directors:** Mark Brennan, Darragh McGinley.

**Skill Set Member Directors:** Joe Cosgrove, Mary Haughney.

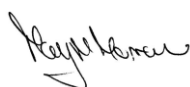
- The Board received a Performance Governance Report from Swim Ireland Performance Director Jon Rudd and Independent Chairperson of the Performance Management Group (PMG) Brian MacNeice. The Report covered Sport Ireland Review of the Paris Cycle and a Summary Report from the PMG on the Performance Team's strategic achievements, challenges, and opportunities over the 2021-2024 Cycle. The Board was pleased to note the positives identified in the Sport Ireland Review including:
  - Results and outcomes with unprecedented athlete performances over the course of the Cycle.
  - Strong governance with an engaged and aligned Board has supported greater accountability for the Leadership Team.
  - Strong community engagement.
  - The introduction of an Athlete's Commission supporting open and honest conversations with athletes.
  - Good alignment between Regional and National Programmes with the Regional Pathway Development Coaches supporting increased influence on athlete development.

The Board also noted the challenges identified and the areas that warrant continued focus including:

- Facility access remains a key challenge with capacity, access, quality, and cost being major factors.
- A lack of support sport science and medicine outside of Dublin.
- A small pocket of misalignment within the coaching populous.
- The low number of female coaches transferring to the HP Coaching environment.

The Report from the Chairperson of the PMG noted that significant progress has been made in embedding a Performance System over the course of the Cycle and in particular:

- The performance data for the current Cycle shows that Ireland has won 26 medals in the last three years across International Competitions, including 2 Gold medals at World Championships. Irish Swimmers are consistently breaking records and qualifying for Finals and Semi-Finals at major International Meets.
- Other achievements in the current Cycle include:
  - the establishment of a third Performance Centre in Ulster, ensuring that athletes across the island have access to a Performance Centre closer to home.
  - ensuring that the athlete's voice is being heard with the establishment of the Athlete's Commission (unusual amongst NGBs).
  - a shared philosophy that athletes are at the heart of everything that we do which received strong endorsement from the Sport Ireland HP Unit following a Cultural Review.
- Improved Gender Balance on the Performance Staff Team.
- In reviewing the criteria for success that was set four years ago following extensive consultations with the Swimming Community we are doing very well and have good HP Systems in place that are developing homegrown athletes.
- Some areas need more work, particularly in the Domestic System, including a continued effort to integrate and align some of our Club Coaches. It was noted that if you have a more mature HP System, you can place more work into the Domestic System.
- The Performance Director also updated the Board on International Competition Qualification status post-Irish Open/Olympic Trials as follows:
  - 5 athletes with individual Olympic Qualifying Times across 9 events.
  - Our Female and Male Medley Relay Teams are both in the Top 16 and therefore are waiting for invitations from World Aquatics on 3 June 2024. All Federations will then have until 7 June 2024 to accept their place. Our Female Freestyle Relay is in first reserve position and will receive an invitation if any of the Top 16 turn down their place.
  - 23 athletes qualified for European Aquatics Championships LC.
- The Board received an update Post-AGM from Company Secretary Mary McMorrow and noted that the feedback from Delegates had been very positive and that the online format had worked well and suited the vast majority of attendees. The Board also noted that National Committee vacancies were, for the most part filled and that any outstanding vacancies were likely to be filled shortly.
- The Board reviewed and approved minor changes to Board Standing Orders, Board Terms of Reference and the Travel Policy for Board Directors.
- The Board received an update on a mix of operational matters from the CEO including a Quarter 1 update on the Business Plan.
- The Board reviewed the April 2024 Finance Report and April 2024 Management Accounts.
- The Board reviewed and noted updates to the Risk Register.
- The Board approved the schedule of meetings for the coming year and the next meeting takes place on Tuesday 2 July 2024.



Mary McMorrow  
Company Secretary  
11 June 2024