


**SWIM IRELAND BOARD MEETING**  
**TUESDAY 26 NOVEMBER 2024**  
**POINTS OF NOTE FOR CLUBS, REGIONS, AND STAFF**

The Swim Ireland Board of Directors held its sixth meeting on Tuesday 26 November 2024. The meeting took place in Irish Sports HQ. The following Points of Note may be of interest:

- Swim Ireland Head of Clubs, Competitions & Events, Adam Cox delivered an update to the Board and Directors noted the following in particular:
  - Currently 155 of the 160 (97%) Clubs have completed the Affiliation process, which is an increase of 5% from this time in 2023.
  - As the main front facing department of Swim Ireland, the Clubs & Communities Team faces challenging issues daily and has noted a significant rise in issues/complaints. The team delivered a detailed Support Programme in 2024, with 12 online Club Support Webinars covering multiple modules, with approximately 400 people in attendance. Complaints training was recently rolled out to Clubs and has been well attended.
  - A review of the Department Structure has been ongoing including discussions with the Regions regarding staffing requirements.
  - Adam advised that a return to 'in person' Annual Regional Club Days is planned for 2025. This is in addition to the creation of 'bite sized' video content signposting members to areas of particular focus. Additionally, it is the intention to engage more proactively and face to face with Clubs and Members through a reinvigorated Club Training, Support & Engagement Programme.
- Swim Ireland Head of Education and Community, Aisling McKeever delivered an update to the Board on Education. The update focused on the Courses and CPD primarily with details of numbers and observations and trends of the industry generally, including opportunities and challenges.
- The Chairman of Internal Audit Committee, Keith Lynch, attended the meeting on behalf of the Committee to provide an update. The Internal Audit Committee Members, all qualified accountants, are: Keith Lynch (Chairperson), Andrew Bonehill (External) and the Director of Finance Ceila Coffey. Swim Ireland Honorary Treasurer, Joan Hynes and CEO, Sarah Keane may attend meetings of the Committee but do not formally sit on it. The role of the Committee is to look at the Internal Control Systems and the Risk Register. The Board was pleased to note that the Committee is satisfied that the Internal Controls are robust. It was noted that the financial information given to the Board is very detailed.
- The Board Chairperson, Cathal Marley led a discussion in follow up to the Board Strategic Away Day which took place on Saturday 9 November 2024. The Board reviewed and approved the Mid-Strategy Review of the Swim Ireland Strategic Plan 2022-2026. The Board was pleased to note that significant progress had been made in respect of the measures of success identified by the Board at the launch of the Strategy at the AGM in April 2022.

- The Board reviewed the Risk Register and approved some minor amendments to the Register.
- The Honorary Treasurer delivered the October 2024 Finance Report and October 2024 Management Accounts including a Forecast to year-end and welcomed some additional funding to be provided prior to year-end to support our Participation and Pop-Up Pools initiatives in particular. The Finances are being monitored carefully.
- The CEO delivered an update on a range of Operational Matters including the Company Priorities to year-end, Q3/2024 DEIB Update Report and a status update on the recruitment of two new key roles, that of Clubs Manager and Head of Participation & Activation.
- The Board reviewed the Complaints & Disciplinary Officer's Report which shows that there are currently six cases open.



Mary McMorrow, Swim Ireland Company Secretary  
26 November 2024