



An island
of swimmers

Minutes of Swim Ireland Annual General Meeting held on 23 April 2024

**Minutes of Swim Ireland Annual General Meeting
Tuesday 23rd April 2024
via Zoom**

* PLEASE NOTE: For the purposes of the recording of minutes, questions which were posed by the delegates and addressed by the Swim Ireland team during the meeting are detailed at the end of the document at Appendix A.

AGENDA ITEM	TOPIC
Agenda Item 1: Opening Address Swim Ireland President: Joe Gavaghan	<p>Swim Ireland Chairperson Peter Conway welcomed past presidents, regional executives, delegates, participants, contributors, and those attending on YouTube.</p> <p>Peter introduced Swim Ireland Disciplines Manager Sarah Kelly who was moderating the meeting. Moderator Sarah Kelly then explained the housekeeping rules, before passing back to Peter to formally open the meeting.</p> <p>The Chairperson invited outgoing Swim Ireland President Joe Gavaghan to deliver opening address. Joe reflected on his year as President of Swim Ireland and noted the following highlights:</p> <ul style="list-style-type: none">• Swim Ireland hosting of the inaugural European U23 Championship in the NAC last August and topping the medal table.• European SC Championships in December and the World LC Championships in February with semi-finalists and finalists, and Daniel Wiffen winning two gold medals, our first ever golds at the World Championships.• Attendance at club and regional events during the year.• Ulster Regional club relay championship and commemorating Swim Ireland (IASA) members who lost their lives during the World Wars In a very moving ceremony.• The Ice Mile in Clontarf Baths organised by Fergal Prendiville and Eastern Bay SC.• Hosting the annual Past Presidents lunch.• Working with volunteers (Team Managers, Coaches, Officials etc.) who continue to be the lifeblood of the organisation. <p>Joe concluded by thanking ESB Club for nominating him for the role and to the clubs of Leinster who supported his nomination, the Board Chairperson and Directors and the CEO who made him welcome for the year in office</p> <p>He also thanked all Swim Ireland staff with whom he interacted for their support with a special mention for CEO PA Carmel Tooher.</p> <p>Joe passed back to Chairperson Peter Conway who thanked Joe for his contribution.</p>

<p>Agenda Item 2: Chairperson Welcome</p>	<p>The Chairperson advised Delegates that the Para Swimmers were competing in the Para Swimming European Open Championships in Madeira, whilst the AGM was taking place, with Roisin Ni Riain achieving gold and silver, and four athletes racing on the evening.</p> <p>Peter then introduced the CEO Sarah Keane and Swim Ireland Board of Directors who had served throughout the year. These were:</p> <ul style="list-style-type: none"> • Board Secretary: Sorcha Ní Chléirigh • Treasurer: Joan Hynes • Connacht Nominee: Jo McCormack • Leinster Nominee: William Irwin • Munster Nominee: Helen Desmond • Ulster Nominee: Mark Wilson • Independent Director: Aidan McLaughlin • Independent Director: Mark Brennan • Skill Set Director: Mary Haughney • Skill Set Director: Cathal Marley <p>Chairperson Peter welcomed the Past Presidents in attendance. He then welcomed the other members of the Swim Ireland staff who were in attendance to respond to any queries. These were: Director of Operations and Company Secretary, Mary McMorrow; Finance Director, Celia Coffey; National Performance Director, Jon Rudd; Head of Safeguarding, Ethics and Youth Development, Kate Hills; Head of Education and Community, Aisling McKeever; Head of Communications and PR, Trish Mayon; Head of Clubs and Competitions, Adam Cox; CEO PA, Carmel Tooher; HR Manager Chloe Kinahan. Chairperson Peter also noted Operations and Women in Sport Manager and Moderator, Sarah Kelly; Head of Performance Pathways & Operations, Andy Reid; Operations Manager Swim Ulster, Stephen Cuddy; Club & Disciplines Development Manager, Damien Ball; and Governance, Inclusion and Evaluation Manager, Andy O'Rourke.</p>
<p>Agenda Item 3: Apologies, Minutes of AGM 2023 and Matters Arising</p>	<p>Before commencing the formal business of the meeting, the Chairperson Peter asked those in attendance to remember deceased members and reflect on who we have lost since the last meeting. Peter then asked the Company Secretary Mary McMorrow for any apologies and ask delegates if there were any matters arising from the Minutes from the 2023 AGM.</p> <p>Mary noted there were no apologies for the meeting. Mary also noted the AGM 2023 minutes had been circulated in advance and were taken as being read. The minutes were then formally adopted with no matters arising, proposed by Eoin O Donoghue from the NAC, and seconded by Paul McQuillan from Lisburn City Swim Club.</p>
<p>Agenda Item 4: Treasurer's Report & Swim Ireland</p>	<p>The Chairperson Peter advised that it is not a requirement to have auditors at the AGM and as the external auditors were satisfied with the audit and had no matters of concern to raise</p>

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accordingly Lombard Accountants Limited had not been asked by the Swim Ireland Board to attend.

Peter then invited Swim Ireland Honorary Treasurer Joan Hynes to present the Treasurer's Report.

Treasurer Joan Hynes presented the **Income and Expenditure Account and Statement of Financial Position for 2023**, copies of which had been circulated in advance and were taken as read.

Key points from the Treasurer's presentation were:

- The importance of good financial governance and confirmed a clean audit report by external auditors.
- Sport Ireland mid-year and end year reviews in accordance with the Terms and Conditions of Grant aid.
- An external Pulse Audit on behalf of Sport Ireland will be conducted by KOSI audit and is scheduled for May 2024.
- There are several oversight committees reporting to the Board and these include the Audit and Risk Committee, HR & Remuneration Committee and the Governance Committee.
- The Board provides oversight and review of Monthly Management Accounts and Finance Report.
- The Internal Audit and Risk Committee, includes two qualified accountants one of whom is independent to the Company,
- Swim Ireland Finance team carry out an annual internal controls review, which looks at areas which requires any additions or updates and that is reviewed and approved by the Board each year.
- A comprehensive Risk Register is in place with key risks identified and plan to mitigate those risks and they are reviewed twice a year by the Board.

The following was contained as part of a summary of 2023 Financial Statements:

- Income and Expenditure account and Statement of Financial Position are noted on p10 and P.12 respectively within the 2023 Financial Statements.
- Income increased by 32% from 2022 to €7.7 Million, with an increase in expenditure from €5.8 Million to €7.8 Million
- In 2022 there was a small surplus, and in 2023 there was a small deficit.
- Fixed assets increased from €542K to €1.05 Million, as Swim Ireland took ownership of a third portable pool, while membership funds still exceed €1 million.
- 2023 Financial Statements show reserves of €1.078 Million through different sections which have been subsumed into Swim Ireland, such as Water Polo and the different regions, and are ringfenced for their activities.

- The Reserves Policy is conservative, to ensure stability of the mission and employment within Swim Ireland, and sudden increase in unbudgeted expenses, loss of funding, or uninsured losses, and is in line with the operational reserve policy.

The Treasurer then referenced some key points for consideration in terms of the Financial Year of 2023 and these were:

- 32% Increase in Income against a 34% increase in Expenditure.
- Approx €1 million in Income and €1 million in Expenditure was assigned to the Under 23's European Aquatics Championship, hosted by Swim Ireland.
- In 2023, Swim Ireland received €400K in Covid-19 Resilience funding and remain thankful to Sport Ireland for their continued support. This funding will not be available in 2024.
- Since the Covid 19 pandemic there is a reduction in uptake of education courses, to this is a priority focus area for the organisation in 2024.
- Q4 2023 saw Swim Ireland take over the operation of Sean Mac Dermott Street pool on a full time basis with support from Dublin City Council.
- Rising costs have continued across international travel, hotels, insurance, and IT Security.

The Treasurer then referenced some key points as to why the motion for the affiliation fee increase is needed and these were:

- The current forecast for 2024 is a deficit of €105K and does not reflect any increase in the affiliation fee.
- 2023 was the last year for the Covid 19 Resilience funding support, and work has been undertaken on strategic financial planning across the cycle to 2026 to ensure the organisation can continue to hold reserves steady and seek ways to generate 'self-generated' income.
- The last fee increase was in 2018 and there has been a significant increase in costs since then. In 2018, the average inflation rate was .49% and in 2023 this rate was 6.33%.

The Treasurer then referenced some key points for the Financial Year of 2024:

- 2024 will see the launch of the National Swimming Strategy and hope to see additional resources and funding in the sector.
- First full year of operating Sean MacDermott Street swimming pool, supported by Dublin City Council.
- Due to financial and operational constraints, the plan to directly operate one Pop-Up Pool at a time.
- The development of our disciplines will continue with the development of an open water pathway and support in creating new development plans across the sports of Masters Swimming and Water Polo.

	<p>Joan concluded the Treasurer’s Report and passed back to Chairperson, Peter Conway who invited questions on the Financial Report. There were no questions.</p> <p>The Treasurer’s Report was adopted proposed by Ashley Godden, Kilkenny Swimming Club proposed, and seconded by David Moan, Cookstown.</p>
<p>Agenda Item 5 (i): Board Report</p>	<p>The Chairperson advised that a full the operational report is contained in the Annual Report which had been circulated in advance was taken as read. He asked Delegates to particularly note the Regional Reports and the Anti-Doping Report.</p> <p>He invited questions from Delegates. All questions and responses are itemised at Appendix A. After the questions from delegates had been addressed by the Swim Ireland team, the Chairperson introduced Swim Ireland Directors Board Secretary Sorcha Ní Chléirigh and Independent Director Mark Brennan to present the Board Report.</p> <p><u>Board Report</u></p> <p>Mark Brennan began by highlighting the vision of Swim Ireland which is to create an Island of Swimmers. He advised that the role of the Board to provide strategic direction and oversight. Mark said the Board report would provide a flavour of the strategic focus of the Board in 2023, detailing a brief update on each of the five pillars of the Strategic Plan.</p> <p><u>Pillar 1- National Swimming Strategy:</u></p> <ul style="list-style-type: none"> • Mark noted the contribution to the working group for the development of the National Swimming Strategy and are now awaiting sign off and publication from Government, with recognition of the importance of swimming and importance of clubs to sustained participation. • The Board review progress on the National Infrastructure Strategic Pillar. • The Board are aware that infrastructure is a big challenge for clubs and is a focus for the Board. The Board conducted a deep dive on developments and are pleased to see progress made regarding relationships with local authorities, making clubs an essential part of the ecosystem of any swimming facility. • Initiatives such as the Swimming Facility Planning Model, Eco Pools report, and a range of participation activities in partnership with LSPs, are now opening doors and establishing Swim Ireland as a key stakeholder. The Pop Up Pools have been particularly successful in this regard. <p><u>Pillar 2- Community and Participation:</u></p> <ul style="list-style-type: none"> • The Board reviewed and approved grant applications for Dormant Accounts and Healthy Ireland funding. One of the key areas for the Board is ensuring the organisation is spending grant money for the purposes of which it was intended. • The Board signs off on all Sport Ireland grant applications before submitted and closely monitors targets being set out. • The Board approved the revised department restructure at the Board Strategic Away Day in November, to ensure a fit for purpose structure in delivering the aims of the

strategy, with suggestions made either implemented or in the process of implementation.

Mark then passed over to Sorcha for the remaining Strategic pillar updates.

Pillar 3: Clubs Regions and Competitions:

- Sorcha noted Pillar 3 is based around supporting the core membership base, with solutions which address their needs and grow the sport across the disciplines and strengthening the sport across Club, Regional and National level and delivering a world class domestic competition programme.
- The Board received an update from the Athletes Commission (Swimming and Diving) Co-Chairs and approved the Strategic direction, mission, and key target areas, of the Commission in July 2023.
- Head of Performance Pathways & Operations, Andy Reid presented on National and Regional Pathways in November, with details on how impact is measured, the on track database, the Regional Club Cluster programme, and the Athlete Support Programme.
- Head of Clubs, Community and Competitions Adam Cox and Competitions Manager Pat Daly presented an update on National Competitions including the Summer Competitions structure, Awards at Regional and National Level, streaming of events, alignment for Regional and National Competitions, technical officials' pathway, review of entry numbers, review of qualification times, and eligibility policy for titles, records, and medals.
- The Board approved the Education Plan to 2026, following a presentation on the Education Strategy from Head of Education & Community Aisling McKeever. The four key areas include Careers within the Aquatics, Innovation and Technology, Aquatics Academy and Market Leading Education.

Pillar 4- Performance:

- The Board reviewed and endorsed the Olympic 2024 Selection Policies for Swimming and Diving, with Performance Director Jon Rudd presenting on the Summer Competitions and the key strategic priorities.

Pillar 5-Organisational Excellence:

- The Board received an update on the 2022/23 Safeguarding report and review of club compliance by Head of Safeguarding, Ethics and Youth Development, Kate Hills, with high levels of engagement amongst club children's officers and monthly CCO forums.
- The Board reviewed and approved the Diversity, Equity, Inclusion and Belonging Action Plan.
- The Board reviewed compliance with the of Governance Code of Sport with a report provided by Governance Committee Chair in March and the Board are confident the organisation remains fully compliant with Governance Code.

	<p>Sorcha passed back to Chairperson Peter. Peter thanked both Board Members for their service on the Board over the past year. He invited questions from Delegates, which are itemised in Appendix A.</p> <p>The Chairperson then invited Swim Ireland CEO Sarah Keane to deliver the Business Report.</p>
<p>Agenda Item 5 (ii) Company Business Update (CEO, Sarah Keane)</p>	<p>Company Business Update (CEO, Sarah Keane)</p> <p>Sarah began by thanking delegates and attendees and advised that her update would be in three sections; 2023; 2024; and 2024 and beyond.</p> <p><u>2023</u></p> <ul style="list-style-type: none"> • Sarah alluded to the Annual Report, and level of detail in the CEO and Chairperson’s report but wanted to reference two points: • European Under 23s Championship: <ul style="list-style-type: none"> ○ 20 years since the opportunity to host swimming championships with the strategy to bring more international events to Ireland in 5-10 years. ○ Delighted with attendance, passion, teams’ officials, and great feedback from European Aquatics. ○ Huge bond created between staff and volunteers and excitement with Ireland topping the medal table. ○ Income and Expenditure up because of the event. ○ The organisation has increased influence at European and World level with staff and volunteers holding key roles on Committees including Sarah Keane, Jon Rudd, Mary McMorrow, Aisling McKeever, and Gary Stoops. She noted that Gary has been selected as an Official for the Olympic Games, the first time in 20 years that we have had an Irish Official at a Games. • Swim Ireland being awarded 2023 NGB of the year: <ul style="list-style-type: none"> ○ This is important as it is difficult to raise funds and challenge for Government to build and provide access to swimming pools, if the organisation is not operating in line with good governance. <p><u>2024</u></p> <ul style="list-style-type: none"> • Swim Ireland sought to increase engagement with the membership in 2023, to understand where support is needed with was in direct contact with 120 clubs. Surveys were issued for national eligibility, retention, transgender policy, with the response rate for several surveys, close to 1200 responses. • Numerous events were hosted including events for coaches, officials, CCO forums, as well as strategy workshops which recently took place, and are we now analysing feedback received which will impact decision making. • The Swim Ireland Team will be meeting regions in the coming quarter and engaging directly with the disciplines in terms of new plans for further growth. • The Club Support Programme is also being reviewed and will be relaunched at the end of the current year. A survey to support this will be issued in coming months,

with more information on the awards evening, a club event for the whole community, including segments for education, coaching, development, and different disciplines, in November.

2024 into 2025 and beyond

- Infrastructure is a key focus area this year and we understand access remains a challenge, and the organisation continues to look at providing additional club support. The Infrastructure Pillar is being led by Mary Mc Morrow whose primary focus is new infrastructure and the Clubs Team can provide support to clubs on local issues
- The National Swimming Strategy relates to the Republic of Ireland only, but discussions have started in Northern Ireland. Whilst there is limited reference to clubs and the competitive aspects of the sport there is strong scope to influence government and departments.
- The organisation is currently developing a Swimming Facility Planning Model providing an objective overview of where gaps are across country in terms of public access to pools and whether there is sufficient capacity to serve relevant population.
- Swim Ireland created a Pool Innovation report, highlighting modern methods of construction and prompting local authorities to think differently about pools. The next steps are to look at the design of pools.
- One of our goals is to highlight the importance of clubs as part of the eco system of a facility to Local Authorities.
- Sean Mac Dermott Street Pool is important as if run well, credibility will be developed from an operational perspective.
- The Eco Pools report recognises that Local Authorities have set very ambitious carbon emission reduction targets, with swimming pools particularly challenging, and work continues to consult with swimming pool operators who receive funding, in relation to the building of new pools.
- Swim Ireland are contributing to feasibility studies, local sports plans, and architectural consultations.
- Pop Up Pools, despite not being directly beneficial for clubs, have strong social value for hard to reach groups with strong political interest.
- Swim Ireland are currently working with Cork City Council, Dublin City Council, Fermanagh Lakelands forum, Causeway Coast and Glens District Council, Cavan County Council, Westmeath, DLR Development, Galway Water Polo Pool, and liaising internationally with pool builders and operators.
- The Large-Scale Infrastructure Fund will be opening soon and is an opportunity for Local Authorities to access funds build facilities. We have been working to encourage specific consideration of swimming pools in this round.
- Infrastructure is a slow process, but Swim Ireland are building expertise and credibility, political capital, building the case for the need for more swimming pools, with expertise already in the community and want to build on this.

	<ul style="list-style-type: none"> As an NGB, Swim Ireland are under pressure to create swimming opportunities for non-members, but we are a member oriented organisation. <p>Sarah thanked Peter Conway, outgoing Chairperson for his service on the board, noting his multiple skillsets and passionate for his work. Sarah also thanked the Swim Ireland staff, Board, and volunteers for their dedication to deliver on the organisation’s vision, mission and strategic plan.</p> <p>After the questions which were posed by the delegates and addressed by the Swim Ireland team, Chairperson Peter thanked Sarah and contributors, and team for answering questions, and noted if anything requires any further investigation, he suggested contacting the relevant staff after the meeting.</p>
<p>Agenda Item 6: Motions</p>	<p>The Chairperson moved onto Agenda Item 6 -Motions.</p> <p>There were four motions being put forward. Peter passed over to Company Secretary Mary McMorrow for the Motions voting procedures.</p> <p>Motions Voting Procedures</p> <p>Mary thanked everyone for attending Motions information session, but also noted the opportunity to ask questions on the meeting. Mary noted three Motions, were Special resolutions, required 75% of votes cast to be in favour to pass, with one Ordinary resolution, requiring 50% plus 1 of</p> <p>Mary advised that the Motions would be presented and voted on one by one with Delegates given an opportunity to ask questions or request a debate before each vote took place. Polling would take place electronically and a test poll would be run at the start to ensure that the system was working correctly. The poll was only accessible to Delegates registered by their clubs as Delegates.</p> <p>Motion 1</p> <p>Mary then detailed Motion 1- To increase the number of Board Directors, by one to allow for the addition of an Athlete Nominee, explaining the rationale and amendments to be made to the Swim Ireland Constitution articles should it pass. Mary then passed to Chairperson Peter Conway. Moderator Sarah Kelly noted that there were no questions on the Motion.</p> <p>Mary then passed over to Governance, Inclusion and Evaluation Manager, Andy O’Rourke who ran a successful test poll.</p> <p>Andy then ran the official poll for Motion 1.</p> <p>Results were shared on the screen and the Chairman noted 104 votes were cast and all were in favour. The Motion was passed unanimously.</p>

Motion 2

Mary then detailed Motion 2- Amendment to provide members of the Masters Committee will be appointed rather than elected, and noted the amendments to be made to the Swim Ireland Constitution articles should it pass.

Mary passed to Chairperson Peter Conway and Moderator Sarah Kelly noted no questions on Motion.

Andy ran the poll and displayed the results on screen.

The Chairman noted 103 votes were cast with 96 votes in favour and 7 votes against and announced the Motion carried.

Motion 3

Mary then detailed Motion 3- Amendment to allow Water Polo Clubs to nominate a non-Water Polo club member to the National Water Polo Committee. Mary provided the rationale for this and the amendments to be made to the Swim Ireland Constitution articles should it pass.

Peter asked if there were any questions with Moderator Sarah Kelly noting no questions on Motion.

Andy put up the poll and asked delegates to vote, before displaying the results.

The Chairman noted 105 votes cast, 101 in favour, and 4 against and announced the Motion carried.

Motion 4

Peter passed back to Mary McMorrow who confirmed Motion 4 was an ordinary motion and would be require 50% +1 votes to pass. Mary McMorrow then passed to Board Director Mary Haughney to present the Motion to set the fees for the next three years.

Mary Haughney presented the following in relation to the Motion:

- The Swim Ireland Articles of Association specify that the Annual Affiliation Fee in respect of most categories of membership is set by the Membership at the AGM.
- Motion 4 proposes that the fees be set for each of the next 3 years as per the table on the slide and it is the first time that the Board has sought an increase in fees since 2018. If accepted, the increase will come into effect for the 2024/25 registration period.
- The fees table was displayed on the screen, with the competitor fee currently at €45, with an increase annually by €5, to €60 by 2026, for the southern provinces. For Ulster, the increase will be from €28 to €37. Mary explained the reason Ulster is lower is the insurance cost is currently paid for by Swim Ulster. Mary alluded to the different categories of Membership fees.

	<ul style="list-style-type: none"> • Mary highlighted the rationale behind the Motion with rising costs, including cost of international travel, domestic accommodation, pool hire, insurance and kit, and equipment. Mary also noted the Swim Ireland Board looked at cost cutting measures including non- replacement of staff in some areas, review of suppliers, and look at services in house like design. • Mary noted the Board has signed off on prospective budget deficit of €105K for 2024. Driving this includes a 41% increase in insurance costs, (2018- €81K, 2024-€114K). National Competitions are also run at a professional level. That in turn, has seen increased costs, from €15K in 2018, to €66K in 2023. In addition, the proposed membership fees our membership fees will be in line with or behind other NGBs. • Mary lastly noted the fees increase would support organisation resilience to support increasing operational costs and prudent financial governance, retention, regional support, infrastructure support and further development of aquatic disciplines in line with the strategic plan and for the organisation to be a financially viable Governing Body. <p>After the questions were posed by the delegates and addressed by the Swim Ireland team (detailed in Appendix A), Andy O’ Rourke ran the Poll for Motion 4 and results were displayed on the screen.</p> <p>The Chairman noted that 101 votes were cast with 56% in favour and 44% against. The Chairman declared the Motion carried,</p>
<p>Agenda Item 7: Company Elections</p>	<p>The Chairperson moved onto Agenda Item 7: Company Elections and passed over to Mary McMorrow. Mary noted there were 5 vacancies arising on the Board, with the Nominations Committee recommending three of these for ratification in accordance with the Constitution. The other two vacancies, Board Secretary and Skill Set Director were for election.</p> <p>Board Secretary</p> <p>The first election was for Board Secretary. Two nominations had been received for this role in advance of the deadline for submission.</p> <p>The nominees were Linda Hoey (Guinness Swimming Club and Sandycove Swimming Club and Kate Sherry (Tallaght Masters Swimming Club and Tallaght Swim Team).</p> <p>The Chairman delivered a bio for Linda Hoey as she was not available to attend the meeting and had sent her apologies. He then passed over to Kate Sherry who detailed her suitability before moving onto the poll.</p> <p>Andy ran the poll and the Chairman announced that Kate Sherry had received the majority of votes from votes cast and was elected. He welcomed Kate onto the Board.</p>

	<p>Skillset Director</p> <p>Peter noted there was one nomination for the position of Skillset Director, Joe Cosgrove (Corrib Water Polo and Galway Swimming Club), therefore no election was required for this role unless there were any objections raised to his ratification. There were none and Joe was formerly ratified and welcomed to the Board.</p> <p>Nominations Committee Recommendations</p> <p>Chairperson Peter Conway noted the Nominations Committee recommendations put forward for ratification. Peter confirmed he was satisfied with the procedures as set out in the Terms of Reference and in the documentation that had issued in advance to delegates and was taken has read.</p> <p>The following were recommended by Nominations Committee –</p> <p>Cathal Marley, for Chairperson,</p> <p>Mark Brennan for Independent Director for a second term, and</p> <p>Darragh McGinley, for Independent Director.</p> <p>Ratification of Board Directors</p> <p>The Chairman asked if there were any objections to the ratification of the candidates. There were none and the three candidates were ratified.</p> <p>Board Directors stepping down</p> <p>The Chairman noted that two Directors were stepping down – Sorcha Ní Chléirigh and Aidan McLaughlin. Peter thanked them for their service and their professionalism and the skillset they had brought.</p>
<p>Agenda Item 8: Introduction of Incoming President</p>	<p>Chairperson Peter Conway moved onto the next item of business – the introduction of a new Swim Ireland President. It was the turn of the Ulster region to appoint the President for 2024.</p> <p>Peter asked outgoing President Joe Gavaghan to say a final few words as outgoing President and. Joe thanked all who had supported him during the year and wished the incoming President the best of luck before passing over to Stephen Cuddy, Operations Manager, to introduce the new Swim Ireland President. Stephen introduced Alison Honan as the Ulster region’s nominee for the next President of Swim Ireland. He noted her dedication and hard work and her progression as an official through to World Aquatics level representing Ireland internationally.</p> <p>Alison said a few words, noting her appreciation at being nominated by Swim Belfast and Swim Ulster. She said her aim was to represent swimming diving and water polo and she hoped to travel throughout Ireland throughout the year.</p>

	<p>Peter congratulated Alison and wished her well, and proposed on behalf of Leinster region, that Joe Gavaghan’s name be added to list of past Presidents.</p>
<p>Agenda Item 9: Closing Address – Chairman Peter Conway</p>	<p>Chairperson Peter noted the final item was to agree the date for the 2025 AGM which was proposed for 29th April 2025. There were no objections, and the date was formally agreed. Peter also noted the online format continues to work well.</p> <p>Peter thanked everyone for attending, and all contributors, staff and team.</p> <p>Peter concluded by saying that it was his final AGM as Chairperson of the Board and he thanked his family, the CEO, Management Team, Staff, Volunteers, Members, and project partners and funders including Sport Ireland and Sport Northern Ireland, before closing the meeting.</p>

Appendix A – Questions and responses

<p>QUESTIONS FROM DELEGATES</p>	<p>BOARD REPORT</p> <p><u>1. Question received from chatbox, asking ‘Do I understand correctly that we now have three Pop Up Pools and can only use one at a time?’</u></p> <p>In response CEO Sarah Keane made the following points:</p> <p>Swim Ireland do have 3 pools. We bought the first pup l without grant funding but received funding to put the pool in action (the marquee and other equipment) through the Department of Sport. There was additional grant funding available, to purchase two further Pop-Up Pools which we availed of. The last Pop-Up Pool received was designed by Swim Ireland and Fluidra. The challenge now relates to how we can operate the pools within our resources to fulfil our mandate to support opportunities for people generally in the Aquatics. We are looking at different operating models for the medium term but for the immediate future Swim Ireland intend to operate one Pop Up Pool but not continued directly operating three at the same time.</p> <p><u>2. Question received from Caroline Brennan in Lough Key which was ‘Under which Pillar is Open Water included, including increasing events and quality in each region?’</u></p> <p>CEO Sarah Keane took the question noting:</p> <p>Open Water has developed over the last number of years. During Covid 19 Swim Ireland received funding from the Department of Health and Healthy Ireland to support people to get involved and several Open Water Programmes have emerged. Swim Ireland have started to consider whether the organisation should look at competitive open water with a view to regional competitions in a pilot phase.</p> <p>Swim Ireland are making a case to Sport Ireland to have Open Water as part of performance funding going forward.</p>
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Head of Clubs and Competitions Adam Cox added said this was a focus for his department, with announcements shortly on more events, safety courses, and event management.

3. Question was asked in relation to Limerick: ‘Is it the intention to introduce the medal ceremony at the Limerick Nationals?’

Adam Cox noted it would be part of the review piece and review of medal presentation, with the challenge being the number of swimmers and events.

CEO REPORT

1. Question from the chatbox noting: ‘Local authorities are concerned about operating costs. Allowing access to clubs would give certainty around this and having reoccurring income there.’

CEO Sarah Keane addressed this noting:

Under the current programme for government there is reference to infrastructure but no reference to operational costs around sporting infrastructure. In the lead up to the election, Swim Ireland need to emphasise to those in government the plan must include operational costs of swimming. The Government are trying to promote sport, physical activity, and health, and Swim Ireland want to be part of this and relevant to Government agenda.

2. Paul Connery from Shark Swimming Club asked ‘Galway had received €8 million for a new pool 6 years ago and there has been a failure to build while costs risen. Is money still available or gone back to exchequer?’

CEO Sarah Keane in response noted:

A meeting took place with Government recently. Galway County Council submitted application to Large Scale Infrastructure fund, (2018-19), supported by Swim Ireland. After Covid 19, costs had risen substantially and those working on the project are looking at how they can make this happen on the ground. The funding is still there but Galway County Council won’t be the lead on the project. The Minister for Sport will be satisfied if completed as per the relevant requirements, from Department of Sport and Finance.

3. Question received from Terenure asking ‘Why will the Summer Nationals and Leinster Championships be three sessions long again? It was requested at last year’s coaches meeting to shorten galas because they are too long. There is published research of mental health issues and burn out of competitive swimming coaches due to contact hours.’

Performance Director Jon Rudd took this question noting the following point:

It is a difficult balancing act catering for number of athletes at National Competition, and the only way to attract maximum number of athletes possible, across number of days, is to have it run over certain number of sessions. The hope is as clubs evolve, they can put coaches in place, at different sessions and not necessarily same coach in place on deck. Head of Clubs and Competitions Adam Cox added when drafting the Rota for competitions, there is also a balancing act for officials’ activity. This will form part of the discussion for the Competitions Review Group from all the regions, and members of the officials and coaching community.

4. Question received from Vicki in Kingdom Swimming Club asking *whether coaches were upskilling themselves, on hidden disabilities?*

Head of Education and Community Aisling McKeever took the question highlighting:

Swim Ireland received Dormant Accounts funding through Sport Ireland for CPD development supporting coaches and swimming teachers to cater for participants and athletes across range of disabilities. The organisation has engaged with Active Disability Ireland and are currently focusing on finalising a CPD to cater for Hard of Hearing participants and are now looking at visually impaired swimmers. Swim Ireland also have funding for an inclusive club pathway and is on the work programme for this year.

5. CEO Sarah Keane noted a question was received in the chatbox on P28, which was answered by Jon Rudd, and highlighted an appreciation on getting questions and engagement from the delegates.

Sarah also noted infrastructure will be covered as part of a survey to be distributed to the membership in terms of access, with Adam Cox involved on communication with clubs and Mary Mc Morrow will be leading on infrastructure. Sarah also noted the matter is regularly discussed at Executive and Board level.

6. Question was received on trainee officials: *'Can they be provided with opportunity to officiate at galas, as many galas are not seeking officials from clubs. Level 2 officials are not getting experience?'*

Adam Cox said he would link in with the club which asked the question directly.

MOTIONS

1. Question from the chatbox asking: *'Have Swim Ireland looked at increase in income rather than increase registration fees?'*

CEO Sarah Keane addressed this by making the following points:

Swim Ireland are looking at increased government funding, as swimming is identified under the National Sports Policy as a priority sport, but there hasn't been the commensurate increase in funding to date. The organisation is working on commercial and sponsorship partners and reestablished a strong committee. Swim Ireland have looked at non-member costs and at increasing income and managing costs, and the viewpoint was based on whether additional support was required from membership to do so.

2. Question from the chatbox asking *is the fee increase amount too high?*

CEO Sarah Keane highlighted this was considered and took time to do so, with the increase the first time since 2018, and will not be reviewing for at least 3 years. The organisation understands the costs of the sport are high, but it is an extra €5 per year for those at the highest level. For others it will be a lower cost (€3). The intention is not to increase cost for accreditation, spectator fees, etc.

Finance Director Celia Coffey added 50% of organisational funding is Sport Ireland/Government funding and although lobbying control is limited, in terms of self-generated income, the Commercial

Committee will be looking for sponsorship opportunities. CEO Sarah Keane also highlighted she is advocating for more government funding for sport through her OFI role. Chairperson Peter added in relation to Motion 4, that the Motion had been brought forward through much consideration and discussion amongst the Board.

ELECTIONS

1. Question received was from Guinness Swim Club, asking 'looking to have more detail on Swim Ireland's plans for Open Water in the Leinster region given Leinster Open Sea won't be affiliated.'

Sarah Keane took the question stating:

There is an Open Sea Series in Leinster and a body that's involved in coordinating this. This body won't be affiliated for current season and there will be implications. The intention if clubs want to see series run, Swim Ireland would be interested in doing that with the clubs, keeping principles including clubs running races and receiving funding support for that. In line with Health and Safety guidelines, Insurance and Governance requirements has changed.

2. Another question was received on swimmers that have qualification or consideration times: qualification times for summer nationals 2024 in Limerick and Dublin are tougher than 2023, why is this? The plan was to keep qualification times in line with Division 2 qualifying times which is not the case?

Performance Director Jon Rudd addressed this by making the following points:

The team are looking for a balancing act between having maximum participation at National competitions and recognising our National competitions are our national championships. The team want to identify the strongest swimmers at these events, with the fastest swimmers swimming finals, and have tried to provide mechanisms for swimmers to have second swims at these events with B finals at most of these events.

3. Longford Swimming Club followed up on the response asking why get rid of Division 2s then? This would raise funds for Swim Ireland but would give all swimmers to aim for?

Jon Rudd addressed this noting:

The times for the National age groups and the National Youth and Senior Championships last year were based on the times that had been softened considerably due to Covid. Pre Covid times for Division 2, are reasonably aligned to the present ones, and the team can only cater for a certain number of swimmers in a National competition and times have progressed due to progression as a nation.

CEO Sarah Keane noted follow up on this topic would take place after the AGM, to a different forum to allow wider discussion.

Appendix B Swim Ireland AGM 2024: Delegate List

Club Name	Name of Delegate
Aer Lingus Masters SC	Katherine Murphy
Aer Lingus Masters SC	Mary Fitzpatrick
Aer Lingus Swim Club	Ann Coughlan
Aer Lingus Swim Club	Audrey Clancy
Alliance	Corinna McWilliams
ALSAA Swim Club	Egziana Fragiotta
Asgard Swim Club	Nicola Nugent
Asgard Swim Club	Julia Anisowicz
Athlone Swimming Club	Aisling FitzGerald
Athlone Swimming Club	Patricia Cleary
Ballina Dolphins Swimming Club	Dolores Butler
Ballina Dolphins Swimming Club	Natasha Walshe
Ballina Swimming Club	Ken Doherty
Ballina Swimming Club	Suzanne Mckenna
Ballybunion Swim Club	Dermot Keane
Ballybunion Swim Club	Leo Hilliard
Bangor Swimming Club	Rachel Hardy
Blackrock SC	Goretti Guilfoyle
Castlebar Swim Club	Marian English
Claremorris Swimming Club	Maureen Walsh
Claremorris Swimming Club	Thomas Burke
Clonard Water polo	Mark Murnaghan
Clonard Water polo	Niall Johnston
Clonmel Swim Club	Gemma Hanrahan
Clonmel Swim Club	Sarah Mitchell
Comans	Damien Cummins
Cookstown Swimming Club	David Moan
Cookstown Swimming Club	Jolene Scullion
Coolmine swimming club	Les Lennox
Coolmine swimming club	Marina Loughney
County Sligo Swim Club	Kyle Griffiths-Maher
County Sligo Swim Club	Phil Newell
Courtown swim club	Iwona Anisowicz
Courtown swim club	Nivard Rush
CST	Grainne Keogh
Dolphin Swim Club	Giuseppe Whelan
Dolphin Swim Club	Mick McCormack
Drogheda swim club	Ciaran Doyle
Dublin Swimming Club	Therese Molyneux
Dungarvan Barracudas	Cathal Reilly
Dungarvan Barracudas	Judit Mc Nally
East Cavan Swim Club	Bernadette Moore

East Cavan Swim Club	Roisin Taaffe
Ennis Swimming and Lifesaving Club	Alison Deane
Ennis Swimming and Lifesaving Club	Patrick O'Grady
Enniskillen Lakelanders	Aideen Speer
Galway Swim Club	Maureen Newell
Galway Swim Club	Sheena Connolly
Glenalbyn Masters	Jane Ryan
Glenalbyn Masters	Sarah O'Doherty
Glenalbyn Swimming Club	David Clarke
Glenalbyn Swimming Club	Tanya Breen
Guinness Swimming Club	Conor Morris
Guinness Swimming Club	Maude Ni Bhrolchain
Half Moon	Dominic Mullan
Half Moon	Paul Monaghan
Kells swimming club	Alice Cassidy
Kells swimming club	Elaine Daly
Kilkenny Swimming Club	Ashley Godden
Kilkenny Swimming Club	Olivia Cuddihy
Kingdom Swimming Club	Hazel Reidy
Kingdom Swimming Club	Victoria Ann Smith
Laois Marlins Swim Club	Keith Hartnett
Laois Marlins Swim Club	Nicola Donagher
Larne Swimming Club	Beth Aiken
Larne Swimming Club	Gillian Simpson
Leander ASC	Helen Lunny
Limerick Swimming Club	Irene Healy
Limerick Swimming Club	Linda Foley
Lisburn City	Emma Lockhart
Lisburn City	Paul McQuillan
Longford Swimming club	Janet McWeeney
Longford Swimming club	Pauline Leonard O'Shea
Lough Key Swim Club	Caroline Brennan
Lough Key Swim Club	David Gunning
Lurgan	Emma McGlashan
Lurgan	Richard Doyle
Mallow Swans	Deirdre Sheehan
Markievicz Masters	Carmel Farrell
Markievicz Masters	Michael Flahive
Meath Masters Swimming Club	Nicola Geraghty
NAC Swim Club	Anne Lynam
NAC Swim Club	Eoin O'Donoghue
New Ross Swimming Club	Caitriona Burke
Otter SC	Bernie Cullinan
Sandycove	Stephen Doyle
Shark Swimming Club	Paul Connery
Sliabh Beagh Asc	Mary Fitzpatrick
St Fiaccs Swim Club	Jennifer Whelan

St Fiaccs Swim Club	Martina Sheehan
St. Vincent's Water Polo Club	Orna Kiernan
Sundays Well Swimming Club	Derek Kidney
Swim Plus SC	Niamh Kinsella
Swim Plus SC	Sean Kinsella
Tallaght Masters	Gillian Skehill
Tallaght Masters	Siobhan O Rourke
Tallaght Swim Team	Frances Howlett
Templeogue Swimming Club	Brian Sweeney
Templeogue Swimming Club	Claire Kelly
Terenure SC	Dave Williamson
Terenure SC	Orla Coughlan
Tipperary Tiger Sharks	Colette McGrath
Titans Swim Club	Kasturi Khare
Titans Swim Club	Katie Murphy
Tribes	Claire Hillery
Trojan Swim Club	Jonathan Preston
Trojan Swim Club	Stephen Kelly
Tuam swim club	Deborah Mooney
Tuam swim club	Enda Heverin
Vikings	Jackie Roche
Vikings	Paddy Connolly
Waterford Crystal Swimming Club	Nick Delfino
Waterford Crystal Swimming Club	Paul Smith
Wexford Swimming Club	Yvonne Doris