

SWIM IRELAND BOARD MEETING
TUESDAY 27 JANUARY 2026
POINTS OF NOTE FOR CLUBS, REGIONS, AND STAFF

The Swim Ireland Board of Directors held its sixth meeting on Tuesday 27 January 2026. The meeting took place online. The following Points of Note may be of interest:

- The Board approved the appointment of Sarah Kelly as the Company Secretary. Sarah replaces Mary McMorrow who has been appointed as Interim CEO following the departure of Sarah Keane.
- The Board received an update on Communications & Sponsorship from Trish Mayon, Swim Ireland Head of Communications & Sponsorship and welcomed a decision to stop using the 'X' Platform as the platform does not align with Swim Ireland values.
- The Board received an update on Clubs & Education from Aisling McKeever, Swim Ireland Head of Clubs & Education noting that a comprehensive review of the Swim Ireland Complaints and Disciplinary Policies & Procedures is almost complete. The Board further noted that Regional and National Water Polo Annual Conferences are scheduled to take place over the coming month and encouraged clubs to support these events and consider volunteering within their Regions as there is an overreliance on a small number of volunteers at present.
- The Board received a review of 2025 Complaints and Disciplinary (C&D) cases from Carla Fusciardi Wallace, Swim Ireland Complaints & Disciplinary Officer and noted that 27 new cases were received in 2025, added to 9 carried over from 2024. This represents a sharp increase since 2023 when 8 cases were received (rising to 18 in 2024). The growing volume can be attributed to limited early intervention at club level and capacity challenges within clubs' own complaints systems. Changes to the C&D Policies & Procedures, referenced above, and ongoing work to upskill clubs in early-stage complaint handling is expected to reduce national-level cases and lead to improved club relations, and stronger safeguarding. The Board noted the significant workload of the volunteers who are managing complaints including the CDO, members of SICDC, and the Swim Ireland mediator, thanking them for their dedication.
- Honorary Treasurer, Keith Lynch, updated the Board on the implications for sporting bodies following new guidance issued by the Office of the Revenue Commissioners in September 2025 on the definition of contractors/self-employed. This follows a Supreme Court decision in October 2023 in the Karshan case. All businesses engaging contractors, sub-contractors or other workers on a self-employment basis were given an opportunity to review their practices and make a voluntary retrospective disclosure to Revenue for the years 2024 and 2025 (with a deadline of 30th January 2026).
- The Board noted that preparations for the Annual External Audit are underway. The Audit is set to commence on 9th February 2026.
- The Board reviewed the results of a Board Evaluation Survey and Skills Audit and noted that Directors were generally very positive about the Board processes, highlighting strong strategic oversight and an open, collaborative culture.

- The Board reviewed a report from the Internal Audit Committee and was pleased to note that the Committee are satisfied that the controls in operation can provide reasonable assurance to the Board in relation to the integrity of the Swim Ireland financial reporting.
- The Board received an update from the CEO on a mix of operational matters and noted the following:
 - Dormant Accounts Funding for 2026/27 has been confirmed by Sport Ireland.
 - The upcoming retirement of Carmel Tooher, PA to Swim Ireland CEO was noted with the Board commending Carmel for her hard work, dedication, and years of service to the organisation.
 - The European Aquatics Safeguarding Conference has been scheduled for 8th May 2026.
- The Board approved the formation of a Nominations Committee for the purpose of filling the relevant upcoming vacancy arising at the AGM.
- The Board approved the final 2026 Business Plan and final 2026 Budget and was pleased to note an increase of 5% in in Core Grant Funding.
- The next Board meeting will take place on Tuesday 24 February 2026.



Sarah Kelly, Swim Ireland Company Secretary

27 January 2026