Board of Directors' Meeting Two, 2022 (Part 1)
Minutes
25th March 2022
Venue: Zoom
Time: 19.00-21.30

Ref	Action	Actions Arising	Due Date
1	**Opening Remarks** Present: BOARD: Alan Ryan (AR), Bernard Hanratty (BH), Conor MacGuinness (CMG), Darragh Rea (DR), Emma Killian (EK), Anna Deegan (AD), Maxine Strain (MS). David McNally (DMN) joined the meeting at 19:40. STAFF: Darren Coombes (DC), Linda O'Connor (LC).		
2	**Apologies** BOARD: Mark Farquhar (MF).		
3	**Declarations of Interest** It was noted that one of the directors had made a disclosure to the Board which would be discussed further under AOCB at the end of the meeting.		

4	**Approval of Minutes** Board advised there was excess detail in the Meeting 1 public minutes. LC advised she would amend and redistribute on Slack for approval. Board approved the minutes regarding approval of the 2021 Financial Statements.		
5	**Standing Updates**		
5.1	**Executive Report** The contents of the Executive report were discussed. There were further discussions on several items as follows. ● There was a discussion around recent key achievements of the company including the positive trend in membership numbers and strong interest in Development Officer role vacancies. ● There was a discussion around challenges/risks for the company which would be reflected in the Company risk register and would be presented to the Board for discussion shortly. ● The Board discussed the National Series (NS) events that year. It was noted that events are close to 2019 levels. There was a discussion around whether races are meeting demand. It was recognised that more needs to be done around race organisation development days which would feed into "Brilliant events" which is part of the Strategic Plan. ● There was a discussion around the recent disciplinary case. DC highlighted that a Disciplinary Panel has been put in place in order to ensure independence. ● One of the directors asked about youth activity and queried how engagement was being measured against Strategic Plan ambitions. It was noted that the Company has just emerged from Covid and that the development of a balanced scorecard was currently in		

	progress. ● Development activities and engagement was discussed.		
5.2	**Performance Director (PD) Recruitment** An update was given on the appointment of the new Performance Director. DC acknowledged the value provided by the High Performance Committee (HPC) in the recruitment process.		
5.3	**Marketing & Sponsorship Insights** Kevin Keane, Head of Marketing, Communications & Sponsorship, would present at the next day's session at 10:30.		
5.4	**Disciplinary Update and Panel Appointments** It was noted that the Disciplinary Update had already been discussed as part of the Executive Report. The Board had approved emergency appointments to the Disciplinary Panel to expand the range of skilled individuals with a legal background available to the Executive when appointing a Panel. The Board confirmed the appointments of 2 individuals to the Disciplinary Panel.		
5.5	**Finance Report** LC provided the Board with an update on the February management accounts. It was noted that Membership numbers were tracking positively. It was agreed to reconvene the Audit Sub Committee again at the end of Q1 to discuss the positive trend in financials.		

5.6 5.7	**AGM Prep** The Board discussed the upcoming AGM preparations. **Safeguarding Report** The Directors were given an update on the safeguarding report.		
6.0	**Items for Discussion/Decision**		
6.1 6.2 6.3	**World Triathlon - Safeguarding Allegation** There was a discussion around a safeguarding allegation against a World Triathlon Executive Board member. **Ukraine Fundraising Campaign** The Board were informed there was a campaign going live shortly to support Ukrainian athletes, the majority of whom are currently staying in Turkey. The proposal is for TI to match donations up to a limit of €5k. **Board Performance Review Parameters, Discussion & Forward Planning 2022** It was noted the Board would start at 10:30 the next morning with a Marketing presentation from Kevin Keane and then have a closed Board session discussing the above.		
7	**AOCB** There was a discussion around a policy draft regarding transgender inclusion in triathlon at World Triathlon level.		

	One of the directors discussed a disclosure to the Board and left the meeting allowing the remaining Board members to discuss.		

Total Time 2hr 30 mins

Board	**Board cont'd**	**Staff**
AR = Alan Ryan BH = Bernard Hanratty CMG = Conor MacGuinness EK = Emma Killian	MS = Maxine Strain DR = Darragh Rea MF = Mark Farquhar AD = Anna Deegan DMN = David McNally	DC = Darren Coombes LC = Linda O'Connor