Triathlon Ireland

Annual Report 2023



President's Report

Alan Ryan | President



It has already been three years since you elected me as President, and I am enjoying it more and more as time goes on. The diverse range of topics that we deal with on an almost daily basis and the obstacles and challenges which arise make this an interesting and challenging role. Due to the nature of the sport and the influence of government strategy, international governing bodies' progress might not always be as fast as we would like and as obvious to the members but I am happy to say that we are making progress and change will come in due course.

We continue to offer new programmes in the areas of new to tri, para tri, women in sport, childrens, youth and junior participation. I would like to thank the Local Sports Partnerships and schools across the country who have helped us to deliver these programmes across the country.

Highlights

In 2023, two standout moments for me was the participation and success in the paratriathlon field internationally. Even with a small scene domestically we can compete with anyone internationally. Another highlight is the youth series and witnessing the younger generation participate. The excitement of the youth as they race is both inspiring and motivating. This captures the essence of racing, bringing back memories of why we all got involved with triathlon in the beginning. Pure joy!

Clubs

It was great to see the numbers in 2023 reach a new high with even higher projections for 2024. This is once again a testament to the work being done on the ground by our club committees, race directors, club coaches and of course, the members. All these volunteers have been greatly supported by the team of staff who have led the way in delivering a variety of programmes and support that is available to all clubs,big and small, old and new. Please come forward with any triathlon matters and queries. If you need help with anything, do not hesitate to contact the staff team and they will be more than happy to assist.

Strategy

We are on track to deliver on our strategic objectives. We are slightly ahead in some areas and there is more progress needed for others, but we are satisfied with the overall progress. Our strategy is a living document and we will soon be adding our environmental and sustainability plan to it. Hosting and delivering international racing in Ireland is one of the aims, which we began delivering last August with the Europe Triathlon Junior Cup Dublin.

Looking ahead, we have a busy calendar of not only international racing but also age group racing in Cork this July. We have ambitious plans to elevate Cork City as the home of multisport in Ireland as we believe it is one the best locations in Ireland to attract sports enthusiasts from home and afar. We hope that it will also become a part of our income stream to contribute to the growth of the sport.

International Influence

Internationally, we continue to play a major role amongst other triathlon governing bodies and we aim to build our influence through the Europe & World Triathlon elections. Involvement at an international level helps to influence and shape the sport, and as one of the leading federations, we are in a strong position to contribute towards the development of triathlon.

2023 Reflection

In the past year on the board we had two members resign due to time commitments; David McNally and Conor McGuinness.
To both I say a huge thank you and a heartfelt appreciation for all the work. I wish you both the best in your future endeavours.

To the current Board members, a huge thank you for the massive efforts put in over the last year. There were times where you were called to go over and beyond what you had signed up for and for that I thank you all. I have to say that I am very excited about the makeup of the Board going forward, looking at the calibre of the candidates who have put their names forward. Finally, a big thank you to the members of our subcommittees who through their work in the background keep us on the straight and narrow.

It would be remiss of me to ignore the events of last year where three triathletes lost their lives doing just what we all love to do, Sarah Fagan, Brendan Wall and Ivan Chittenden. These tragedies proved very trying times for the whole community here in Ireland. To the three families I again offer my condolences and those of the other members of the board and staff of Triathlon Ireland.

Finally thanks to all the members and volunteers in TI. Without the grassroots clubs and events none of the other stuff would be needed. Triathlon is a fantastic, challenging, rewarding, all inclusive sport for all genders and ages. We need to get the word out to the unconverted and the best way to do this is from you, the members. So tell a friend, convince them we're all not crazy and let's do our best to grow our sport!

I look forward to meeting even more of you on the circuit this year.

Yours in sport,
Alan Ryan



CEO's Report

Darren Coombes | Chief Executive Officer

2023 Reflection

As we gather for our Annual General Meeting, I want to begin this year's Executive Report by acknowledging the challenges we faced in 2023, a year marked indelibly by tragedy and adversity. The loss of two triathletes at an Ironman event in Youghal in August of last year has affected our organisation, and the entire community in ways we could not have imagined at the outset of the year. Our thoughts remain with the families, friends and clubmates of the two triathletes who lost their lives in Youghal.

The subsequent and ongoing events arising from this tragedy have tested us in ways we never imagined. These events, coupled with the resulting financial impact on the organisation, have undoubtedly made it one of the toughest years, if not the toughest year, in Triathlon Ireland's history.

In the face of adversity, transparency and accountability are paramount. I want to take this opportunity to provide a candid overview of the decision-making process at the executive level following the events in Youghal. The goal in this is to offer insight into the considerations, challenges, and actions taken by the leadership team as we navigated through unprecedented circumstances.

Ivan Chittenden and Brendan Wall tragically died during the Ironman Cork event in Youghal on 20 August 2023 in a tragic event for their families and the Triathlon community in Ireland. Triathlon Ireland has been the national governing body for the sport of triathlon in Ireland for over 40 years and for a death, not least two deaths, to occur during a race is unprecedented.

We immediately took steps to ascertain the circumstances of the races and what role Triathlon Ireland volunteer officials had played on the ground including speaking on several occasions to the key Triathlon Ireland personnel on site. At the same time, we appointed Abate Counselling, who stepped in at a moment's notice on the day of the event and in the weeks and months following to provide a crisis counselling service for members, volunteers, spectators and family members - this support helped a lot of people and remains in place.



In the days following the event, we engaged our legal representatives Ogier to assist with this process and advise on legal issues arising. Given the gravity of the events that unfolded, we deemed it necessary to clarify that the Triathlon Ireland Technical Officials had not sanctioned the races. This was announced in a brief media statement on August 21st.

We wrote to Ironman, via Ogier, confirming that the races had not been sanctioned and requesting a number of confirmations in respect of the sanctioning process. It became clear, through extensive correspondence, that Ironman contested the position that the races had not been sanctioned. Ironman also threatened defamation proceedings in respect of our statement that the races had not been sanctioned.

We also received contact from the Gardai on behalf of the Cork Coroner on the day after the races. That engagement has continued to date and volunteers and staff have been and continue to provide full cooperation with this process.

It became apparent to the leadership team and to the Board that the two tragic deaths and dispute over the sanctioning of the races, and what may follow, represented an existential threat to Triathlon Ireland as an organisation. In light of that, the Board and I took all steps that we deemed prudent to protect the organisation. First, we engaged professional expertise to assist in guiding us through the various legal and crisis communications issues that arose.



We then engaged Grant Thornton to carry out an independent review into whether Triathlon Ireland had sanctioned the races. The Board decided, following legal guidance from Ogier and on the recommendation of the Executive team, that as the national governing body for the sport of triathlon in Ireland it was imperative that an independent review was undertaken of the sanctioning of the races, particularly where two people tragically died in the event. A failure to investigate the events surrounding the races would have been deemed neglectful of our responsibility to the safety of our members that raced that event and future events. That may have had the knock on effect of tarnishing Triathlon Ireland's reputation with its existing members, prospective members, corporate partners, international partners and Sport Ireland. In addition, from a corporate governance perspective, it was incumbent on Triathlon Ireland to investigate events where two participants died.

The Board and I believe that carrying out an investigation demonstrates our commitment to transparency and illustrates a proactive approach to addressing this tragic event. The engagement of an independent third party to conduct the investigation adds a critical layer of impartiality and thoroughness to the process. This enhances the credibility of the findings and ensures that all issues are addressed comprehensively. The Grant Thornton investigation should also assist to expedite our involvement in the ongoing Coroner's investigation.

We look forward to receiving the Grant Thornton report which is due at the end of April following a forensic and extraordinarily detailed investigation, and adopting any recommendations that may arise.

Finance

As is evident in the Financial Statements, the events of 2023 dealt a significant blow to Triathlon Ireland's financial standing, resulting in a notable depletion of our reserves. The impact, both direct and indirect, has necessitated a thorough examination of our financial landscape. As we move forward into 2024, our foremost priority is to commence the restoration of our reserves to ensure the continued financial health and sustainability of our organisation. This effort demands a strategic reallocation of our resources, with a keen focus on balancing the imperative of rebuilding our financial foundation while maintaining our commitment to delivering on our strategic objectives. While this may entail temporary delays in certain projects that require investment, we remain optimistic that our funding partner Sport Ireland will provide Impact Funding and that we can rebuild significant commercial partnerships - triathlon remains a sport that has delivered real value against National Sports Policy objectives, contributed to the overall health and wellbeing of the country and is a commercially attractive partnership to brands, and we are in talks with a number of potential partners at the moment.

Our goal is not only to recover from the immediate effects of the crisis but also to emerge stronger, more resilient, and better equipped to fulfil our mission of promoting and supporting triathlon in Ireland. This crisis has placed a significant burden on your volunteer Board, made up of members of the community supported by Independent Directors. I would like to thank all of the Directors for their commitment, perseverance and support over the past 6 months - it is not what anyone expects to have to deal with at Board level, and each of you have gone above and beyond in service of the triathlon community.

Operations

Despite the adversity, our community exhibited remarkable resilience, unity, and determination, achieving notable successes and milestones that reflect the passion and dedication of our outstanding staff team, unbelievably committed volunteers, and our members and stakeholders. As we reflect on the trials of the past year, it is equally important to acknowledge the achievements that serve as reminders of the strength and resilience of our organisation.

At the top of this list of achievements is recording a record year for membership. Globally, there is a slowdown in triathlon membership, and our clubs, development officers, race organisers and membership team have worked hard to buck that trend, with 2023 seeing over 18,000 memberships taken out, from schools and youths all the way up to full membership. On top of that, we had over 9,000 One Day Memberships - in short, 2023 saw more people participate in triathlon than at any point in the organisation's history, something to be absolutely celebrated. We also saw a 24% increase in membership income from 2022, allowing for more investment back into the community in terms of development officers, development projects and directly funded projects.

On the events side, we were really thrilled to partner with Piranha Triathlon Club to bring Elite racing back to Ireland in the form of the Europe Triathlon Junior Cup Dublin in 2023. International racing is a key strand of our 'Transform Together' Strategic Plan, and having gone a decade without giving our top athletes the chance to perform on home soil, it was fantastic to give our future stars the opportunity to wear the Irish tri suit and perform in front of friends, family and the Irish triathlon community.

We have built on this in 2024, securing a Europe Triathlon Elite Cup and Europe Triathlon Junior Cup coming to Cork later this year - this is a huge event for Triathlon Ireland, we think it will offer elite, youth and age group athletes a unique challenge racing in a city centre event and utilising the infrastructure of Supervalu Pairc Ui Chaoimh - a fantastic opportunity for the entire community to come together.

In High Performance, the Olympic and Paralympic year is always a key focal point - we have a number of athletes vying for qualification which for many will go right down to the wire. James Edgar has put himself into the best ranking position of his career, and by the time we meet for the AGM may have put himself in an even better position with key events in late March and April. Our paratriathletes have been delivering time and time again, and we anticipate the biggest Irish presence on the start line at Paris 2024, firmly establishing Ireland's Paratriathlon team as one of the leading teams in the world - we wish Chloe and Judith MacCombe, Donnacha McCarthy (and their Guides) Cassive Cava and Tom Williamson some positive results and performances - at the Paris Paralympics start line, anything is possible.

Looking deeper into the High Performance Pathway, I am delighted that we have achieved all of the objectives from a culture and organisational perspective set out in the Sport Ireland Tokyo Review as we come to the end of a shortened cycle. I was fortunate to shadow the Ireland Mixed Team Relay athletes leading into the European Games in Krakow last year, and experienced a coherent, committed and ambitious group of athletes racing at a major Championships. Gordon Crawford and his team share our strategic ambition to see Team Ireland continue to feature in the MTR at major Championships, and are putting in place the long term building blocks to ensure this happens. Carolyn Hayes OLY raced as part of this team in her final Major Championships - we were grateful to be able to recognise Carolyn's enormous achievements and contribution to the sport at the 2023 Awards, and wish Carolyn well in the next chapter of her career. She has been an exceptional ambassador for the sport in Ireland. 2023 also saw extensive work delivered in the Talent ID and Development space, with Ailbhe Carroll having a major impact before moving on to a new opportunity with Sport NI. We will shortly fill Ailbhe's role, and continue the good work in this space - we know we have exceptional athletic talent out there.

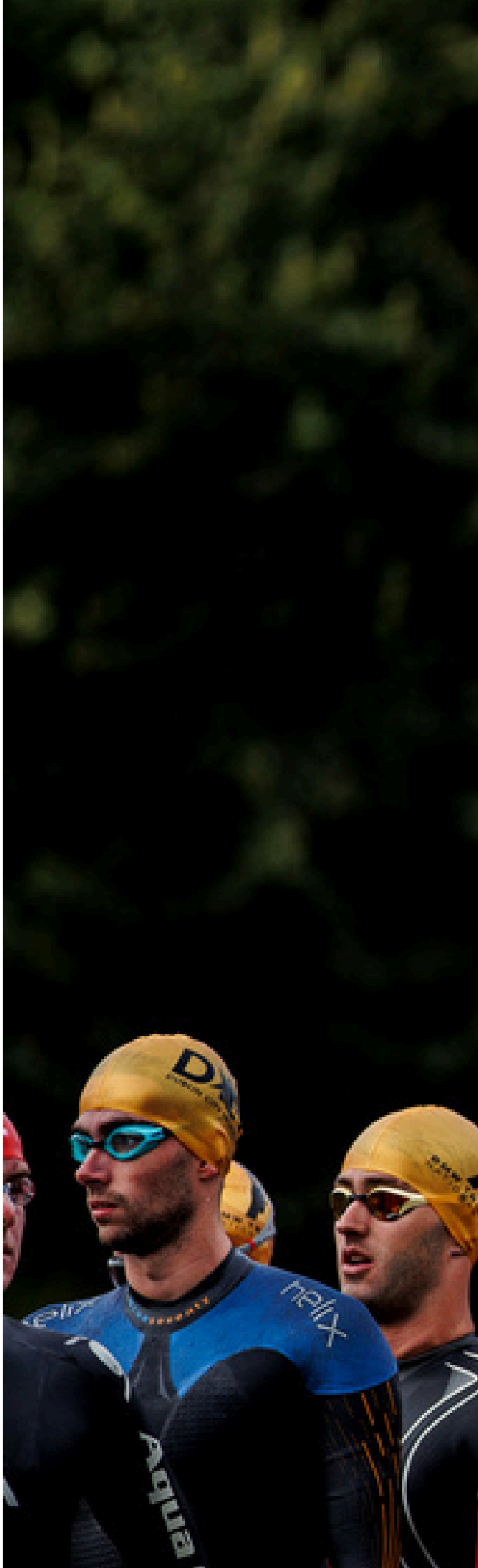
The Finance Report reflects the key importance of the support we received from our funding partners in 2023. Triathlon Ireland continues to build strong and committed partnerships with both Sport Ireland and Sport Northern Ireland, receiving significant support across our Core Grant, Women in Sport, High Performance and Participation strands. We await the outcome of two Impact Funding submissions to Sport Ireland and our 24/25 submission to Sport NI, confident that Triathlon Ireland delivers a strong return on investment aligned to both our own strategy and the National Sports Policy in the Republic of Ireland; and Sport NI Strategy in Northern Ireland. Positive outcomes to these applications will leave Triathlon Ireland on a sound footing to continue to drive investment into the delivery of strategic objectives in 2024, and I would like to thank our colleagues in Sport Ireland and Sport Northern Ireland for their continued support.

New Positions

In MarComms and Sponsorship, we have undergone a restructuring of our Marketing Team, as Kevin Keane and Joanna Doran have moved on to new opportunities in sport. Many within our community will have connected with Kevin and Joanna during their years of service, and I would like to acknowledge their exceptional work in laying an extremely solid foundation for Triathlon Ireland in the MarComms space.
We are excited to welcome Lorna Fox and her new team, who have hit the ground running with some exceptional work on our 2024 membership campaign, and more recently, with the launch of Cork City Triathlon. We are highly active and witnessing significant growth and engagement across all digital platforms, as reflected in Lorna's inaugural report to the membership.

Development

Triathlon Ireland continues to invest heavily in Development; it is core to our mission. Head of Development, Niamh O'Gorman, leads a fantastic team, and her report highlights levels of community engagement in 2023 that exceed any previous years. Clubs that engage with the Development team will testify that there is a fantastic resource available to the club community. Our clubs are absolutely key to everything we do. Triathlon Ireland is somewhat unique among Europe Triathlon National Federations in that the vast majority of our events are club-organised and volunteer-led. Niamh's team have delivered programmes at all levels of the sport, reaching thousands of participants , and her report outlines the range of programme support available.



Outlook

From a personal perspective, I reflect on 2023 as an immensely challenging year, marked by tragedy and crisis within our sport and community. It cannot be sugar-coated, and it will take years to recover from. However, I firmly believe that in the aftermath, we responded with empathy, professionalism, and always with the best interests of the community in mind, addressing an existential threat to the organisation.

I want to express our gratitude to our Technical Officials, who are volunteers and often athletes, coaches, and race organisers when not fulfilling their roles as officials. The credibility, reputation, and safety of our sport rest in their hands more than we realise, and I am committed to ensuring that they are valued, supported, and respected at all times.

I would like to express my gratitude to my team. I firmly believe that we have the hardest-working team in the sector. Our staff are fully aware that they serve a membership community, and they consider it a real honour to work in a profession that allows us to positively impact people's lives. I am immensely appreciative of their drive, ability to deliver, and support.

I am very confident that 2024 will be a great year for our sport, and I eagerly anticipate working with all our stakeholders to achieve our objectives over the next 12 months. Thank you for reading, and I encourage you all to delve into the Annual Report in detail. There is some tremendous work happening in our sport across the island, and I look forward to expanding on this at the AGM.



Finance Report

Eric Harmon | Financial Controller
Ruth Quinlan | Finance Administrator
Tawane Donbrovisk-Rodrigues | Financial Risk Analyst
Karen Lewis | Finance Director (Board)
Conor McGuinness | Finance Director (Board)
Resigned 5th February 2024



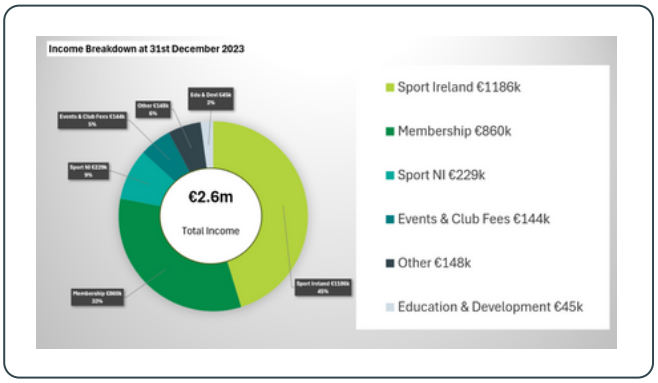
Financial Highlights

Triathlon Ireland ended the year with a deficit of €394k, excluding exceptional items, this turned into a small loss of €23k. Originally targeting a deficit of €135k which was detailed in the 2022 annual report meaning the company had better than expected results in the day to day operations in 2023, excluding exceptional items.

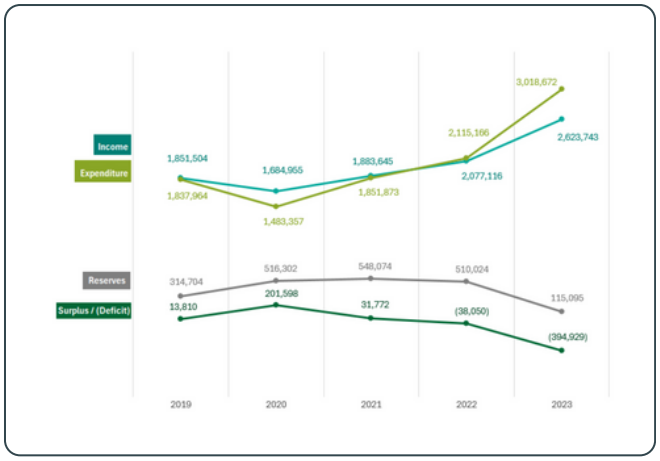
In terms of revenue, Triathlon Ireland performed significantly well taking in €2.6m as detailed in the table (or graph) below, this was a 11% increase ahead of budget of €2.35m. Membership saw a 7% increase on budget closing at €860k, this figure includes One Day Membership (ODM's) and Club Memberships.

Sport Ireland Funding for 2023 was €1.18m which exceeded expectations as additional strategy impact funding of €100k was secured early in 2023. Sport NI income also increased this year by €74k from the prior year receiving €229k in total. Increases in ring fenced income to our High Performance programme enabled Triathlon Ireland to progress the High Performance Pathway started in 2022. All deferred income carried forward into 2023 for programme funding which was released during 2023, enabling support to areas such as Coaching and Youth Development, Participation and Women In Sport.

Event sanctioning and club affiliation fees generated €144k, meeting agreed budget target. Other income contains €29k of a profit on disposal of our old office which was sold to Sport Ireland, this allowed Triathlon Ireland to move into its new HQ on campus renting from Sport Ireland alongside other similar sized NGB's which is creating great networking opportunities. Sponsorship income came in at €44k for 2023 which consists of €40k from our main title sponsor Costcutter. Triathlon Ireland received €34k from the Rank Foundation enabling the company to fund our Northern Ireland development officer.

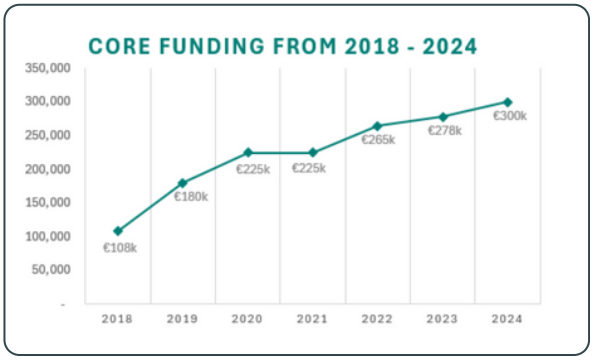


Exceptional items expenditure €371k relate to professional and legal fees associated with events in Youghal. Our Reserves decreased to €115k due to exceptional item spend, with a Reserves Policy approved by the Board towards the end of 2023 to bring reserves back up to an acceptable level that aligns with the strategic objectives of Triathlon Ireland by 2028.



Outlook for 2024

The board approved a surplus budget of €31k which is a conservative approach with strong targets set around key income streams that allow a more aggressive restoration of reserves. Membership pricing remains frozen at 2023 rates which is still cheaper than other sports in similar areas. Triathlon Irelandare set to receive increased programme funding for High Performance and Women in Sport which are restricted for use and a small increase to our unrestricted Core Funding.



The board, acting on behalf of the members, are keen to protect the future of Triathlon Ireland and will ensure that Triathlon Ireland reserves will bounce back to an acceptable level as per the Reserves Policy which is a living document and reviewed annually.

The above information has been extracted from our full statutory financial statements that are enclosed in our annual report.

Financial Statements

The audit of the 2023 financial statements was carried out by Woods Delaney and Partners Limited and in their opinion the financial statements:

- Give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023 and
- its loss for the year then ended;
- Have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- Have been properly prepared in accordance with the requirements of the Companies Act 2014.

The 2023 Financial Statements were approved by the directors of Irish Triathlon Association CLG on 14th March 2024.

View the full Directors Report and Financial Statements for 2023

Operations - Events, Membership and Age Group

Orla Nugent | Operations Manager
Nina Gorman | Operations Team Lead
Julie Dunne | National Events Coordinator
Roisin MacCarthy | Project Executive & National Anti Doping Officer
Calvin Murphy | Operations Executive
Mackenzie Keller | Project Executive
Anna Clarke | Project Executive

The Triathlon Ireland Operations department remit includes membership, club support, events, age group, anti-doping and governance.

Membership & Clubs

Our vision is to strengthen our community, open triathlon to all, and transform lives through swimming, cycling, and running.

In 2023, Triathlon Ireland made significant strides towards realising its vision: Total income rose by 21% compared to the previous period. This can be broken down further, one-day membership (ODM) income rose by 12% while Membership income increased by 24%.

Junior participation through membership increased by 15% compared to the previous annual report. We also saw gains in full membership which experienced a 3% increase in memberships.

The Triathlon Ireland strategic plan aims to have 85% of members linked to clubs by 2028. In 2022, the overall percentage of Triathlon Ireland members linked to clubs was 79%, this has increased to 80% in 2023.

Triathlon Ireland's achievements in 2023 demonstrate its commitment to its vision of community strengthening, inclusivity, and life transformation through the sports of swimming, cycling, and running.

Age Group

The International Age Group programme continued in 2023 with more 296 Tri-Team Ireland athletes travelling to a multitude of World Triathlon and Europe Triathlon events.

There was a further increase in support for International Age Group athletes, by continuing to expand the offering of expert resources for athletes. We will aim to grow the experience of athletes representing Triathlon Ireland internationally by;

- Increasing Tri-Team Ireland exposure at major events nationally (from two to four)
- Increasing support at international events,
- by expanding Team Manager resources and training; through the provision of Team Managers to more championships in a given season than ever before.

2023 saw 4 events fully supported by Triathlon Ireland Team Managers, these included:

- World Triathlon Multisport Championships (59 athletes).
- Europe Triathlon Championship in Madrid (19 athletes).
- World Triathlon Championship in Hamburg (35 athletes).
- World Triathlon Age-Group Championships in Pontevedra (26 athletes).



Events

In 2023, a total of 227 events received sanctioning, extending throughout the year until mid-October. The Duathlon National Series featured 10 events, and the Triathlon National Series included 18 events. Additionally, Triathlon Ireland sanctioned various National Championship events, among them the Elite National Championships hosted at Tri Athy.

Triathlon Ireland was excited to commence a long term strategic objective in 2023, aligning within both the Performance and Youth strategic pillar marked a significant period with the return of international racing in Ireland. In August, the Europe Triathlon Junior Cup Dublin, hosted by Piranha Triathlon Club was an enormous success. The positive feedback from participants, coaches, staff and onlookers confirmed enjoyment of the technical bike course, seamless organisation, atmosphere, media coverage and communication. The extensive media coverage captured the excitement, nerves and determination of the young athletes, and giving Irish athletes the opportunity to compete on their home turf was extremely rewarding.

The Triathlon Ireland Youth Series, backed by Costcutter, provided an exciting season for triathlon's young athletes, with a total of ten events. More than 275 young athletes, spanning three age groups from 12 to 17, actively participated in one or more races across various locations nationwide. The season culminated in the highlight of the Youth Arena Games alongside the Youth Awards ceremony in December, aimed at recognising their achievements, friendships and launching the 2024 Youth Series calendar.

Additionally, this year's National Primary and Post Primary events took place in Athy, with the participation of 247 entrants across all age groups, from that 172 entrants declared for their schools which resulted in 17 National Primary and 25 Post Primary Schools represented.

A full calendar of 2024 Major Events was released for our members, including the National Series and National Championships. Cork City Triathlon secured the nomination to host the Europe Triathlon Junior and Elite Cup in July 2024. The Europe Junior Cup Dublin was the pinnacle of the 2023 event season, and we look forward to international racing returning to Ireland in 2024.

The Triathlon Ireland events team will continue to support clubs and organisations through event sanctioning, education and development.

Development, Education & Youth

Niamh O'Gorman | Head of Education and Development
Anna Grealish | Women in Sport and Youth Development Lead
Eleanor Condon | Munster Development Officer
Gary Crossan | Leinster Development Officer
Amina Martin | Northern Ireland Development Officer
Natasha Kelly | North West and Connacht Development Officer
Denise Murphy | North West and Connacht Development Officer
Rozanne Bell | Development Administration Executive
Mary Crosbie | Development Administration Executive

The Triathlon Ireland Development department remit includes club support, equality, diversity & inclusion, youth development, coach education and creating participation opportunities through partnership programmes.

The Development team supports new clubs in setting up and growing their club through guidance, policies, workshops and Development Officer assistance. The team also supports existing clubs through programme set up, funding for specific programmes, governance support and the Triathlon Ireland Evolve Club Standards programme.

Development is responsible for partnering with Local Sports Partnerships, Local Councils, other National Governing Bodies, schools, community partners and other organisations in order to broaden the reach of our programmes and support more people with entry into triathlon.

Triathlon Ireland Coach Education is aligned with World Triathlon through the partnership programme. There are currently three courses on the pathway, along with additional development opportunities for coaches. Triathlon Ireland currently has twelve qualified Coach Developers who deliver courses with a further three completing the course in 2024 to increase capacity in coach development and support.

- To build a strong foundation of clubs across the island that are well run, cater for all, and are growing sustainably and to increase our membership base significantly.
- Promote visibility of Triathlon at local level through LSPs, clubs and schools to ensure it is identified as a sport for all. Provide opportunities for anyone to get involved in Triathlon by identifying barriers and access points.
- Create high quality consistent opportunities for young people to be involved in and contribute to the development of triathlon through participation, coaching, the athlete pathway, education and the commission.
- Create, embed and promote policies, access and pathways to further diversity and inclusion in all areas of Triathlon.
- Ensure compliance and transparency as an organisation and that clubs are held to a high standard of governance requirements.

Participation

50 sessions were directly delivered by the development team with over 2,000 participants. These were club and partnership programmes for adults and juniors including new to tri sessions, skills sessions, camps, inclusion

Programmes and inter club sessions. The aim of these sessions was to increase participation numbers, increase membership, provide on ramps to our sport, support clubs to develop more specific training programmes and develop a community between clubs regionally.

Youth Development

Boost Youth Development hubs were run monthly in all provinces. Each region presents a different challenge and opportunity. In Leinster, additional coaches were recruited to support the growth of the hub. These hubs provide low cost participation opportunities to any junior looking to try out a session for fun or train more consistently with a group. Boost Pro was also developed and a pilot delivered. This is a staged programme to support young athletes more holistically in their development through education, training and social sessions. The Youth Commission have had a real impact on programme development with the current cohort in their last year of tenure.

Coach Development

The level up coaching skills conference was run in partnership with Cycling Ireland in early 2023 followed by the online coaching masterclass series later in the year. In addition to the core coach education courses coaches were offered CPD opportunities including open water coaching and skills sessions. New coaches were supported through shadowing and mentoring opportunities. As a result of the Women in Sport coaching pathway there are now a number of contract coaches who are coaching women in sport and inclusion programmes in their community which is something that will be developed further.

Participation and Development

2024 will have a focus on community and social programmes. Following the appointment of an Equality, Diversity and Inclusion consultant an EDI strategy and action plan will be developed. There will be a recruitment drive for community coaches, who will be supported to work with our community partners, to deliver programmes locally and to support club and schools



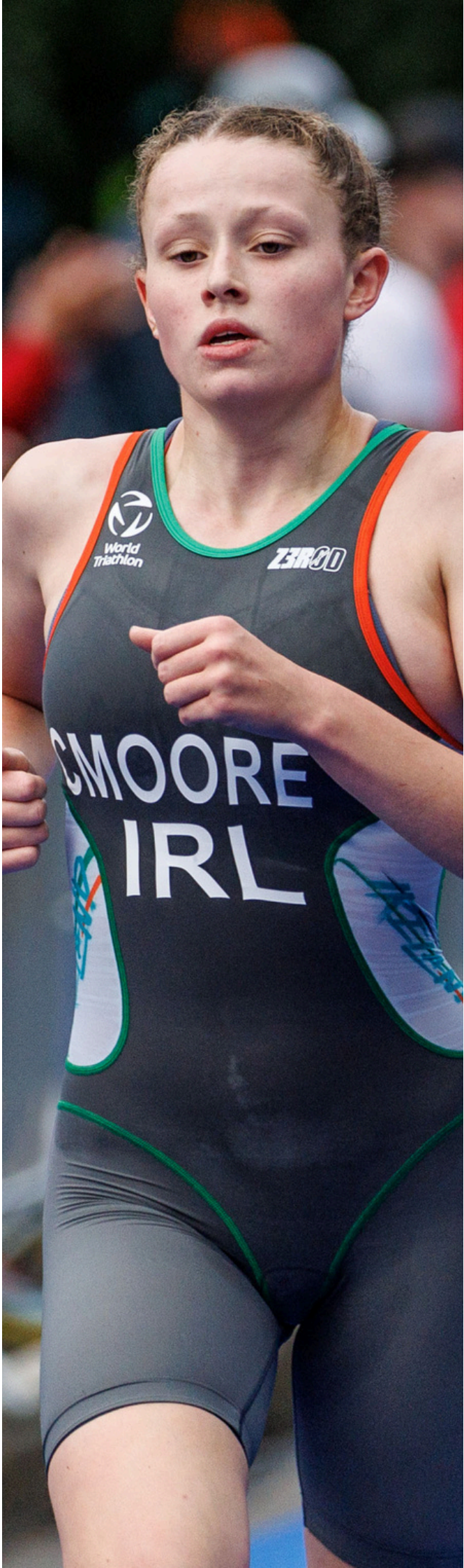
Programmes. These programmes will look to specifically welcome under represented groups into our sport. Social training hubs will give opportunities to those who want to be involved in a fun training group, facilitating connections with local coaches, whilst enjoying the sport. Clubs will continue to be supported by the development team and through any funding available.

Youth Development

The hubs and schools programmes will continue to be the main participation base and the development team will look to build on this with schools, Councils and Local Sports Partnership programmes. There has been a challenge in the last number of years to convert our schools and community programme participants to members or to track their continued involvement. This remains a challenge but the team are looking to put some strategies in place in terms of communication and programme continuity. Boost Pro will run parallel to the Boost hubs and support athletes to develop their physical, tactical and technical skills in a social environment.

Coach Development

The coaching pathway will be updated to reflect the community coach pathway and the support framework this requires. There will be a formalised nationwide support programme for new coaches, with shadowing and mentoring opportunities, and the development of communities of practice. There will be additional CPD added to the current coaching pathway, including the open road CPD, which will be offered to coaches in clubs where they will be supporting new-to-tri athletes or junior athletes on the open road.



High Performance

Gordon Crawford | Director of Performance
Mark Buckingham | National Head Coach
Petra McFadden | Performance Operations Manager
Natasha Kelly | Para Triathlon Programme Lead
Calvin Murphy | Performance Support

Triathlon Ireland's Performance Team are responsible for the Performance Pathway: Youth 14-15 years; Junior 16-19 years; U23 and Elite; Para Triathlon; Coach Development for coaches wishing to progress into the performance pathways.

The High-Performance (HP) Team continues to work on the transformation of the HP Pathway started in July 2022. The transformation project and the work undertaken was determined by the recommendations of the Sport Ireland Tokyo Review from 2021. Our approach to implement the recommendations became the direction and structure for positive and impactful change.

The Tokyo Review Made 4 Recommendations:

- Ensure there is a clear plan for the direction and structure of the programme.
- Create clear High-Performance structures.
- Create a more cohesive and collaborative team culture.
- Review the Talent Pathway System.

In addition to the four Tokyo recommendations the HP Team set four KPI's for 2023 aiming 'to get Irish athletes (Junior and Senior) competing for medals on the European, World and Olympic stages consistently.'

These KPI's Were Identified As:

Culture

New OneTeamculture embedded and evidenced through post HP camps, race events, athlete, coach and support surveys. This was independently assessed by Sport Ireland (SI) through their Culture Review Programme. On-going process and commitment to quality improvement were an integral part of the Tokyo Review. The process was positively reviewed by SI consultant and identified additional areas of focus.

Results

Mixed Team Relay (MTR) back on programme and improving world ranking. At least one athlete in contention for Olympic Simulation and one athlete for Paralympic Simulation. Improved from 43rd to 36th place in 2023.

Youth

A new National Talent Programme designed and launched, under the National Pathways Coach/Coordinator. Junior Irish athletes are positioned to race at ETJC level with Dublin being the focus event. A significant expansion of Talent ID and the start of a significant National Talent Programme. Integrated as part of the Tokyo Review.

Partnerships

Solidified relationships with all relevant key partners, internal and external.

Finance

Manage, grow, and develop the budget. Empower staff to manage the budget and support funding applications.

Key Achievements for 2023

Tokyo Recommendation 1: 'Ensuring a clear plan for the direction and structure of the programme.'

Clearly set out by the recommendation of the Sport Ireland Tokyo Review 2021, providing the direction for the transformation process and the structure for change contained in the four key recommendations.

Tokyo Recommendation 2: 'Create clear High-Performance structures.'

Clearly set out by the recommendation of the Sport Ireland Tokyo Review 2021, providing the direction for the transformation process and the structure for change contained in the four key recommendations.

Engage stakeholders

- Athletes, coaches, TI staff and Board members.
- Partner meetings continued re-engagement, and collaboration with Sport Ireland; Sport Ireland Institute; Sport Northern Ireland; Sport Northern Ireland Institute; the OFI, CWG NI and the other National Governing Bodies.

Stabilise HP Triathlon structure

- Additional administration support continues to support the development of programmes, especially Youth and Junior within the Performance Pathway.
  - Work Plans agreed and implemented in 2023.

- Continued the National Pathways Coach/Coordinator post (FT) with additional four year support funding from Sport Ireland (Elite Coaching).
  - Work Plan agreed and implemented in 2023.

- Continued with the National Programme Coach for Elite/U23 - 100 days service contract until December 2024
  - Work Plan agreed and implemented in 2023.



- Para Triathlon – Continued with the part-time Coordinator post (two days per week).
  - Work Plan agreed and implemented in 2023.

- Two newly appointed athlete representatives - Russell White and Erin McConnell, voted by the National Squad athletes.
  - Produced roles and responsibilities, agreed by both athletes.

Stabilise Programme and HP structure.

- Produced annual race and camp plan for 2023.
- Produced annual competition map for 2023.
- Meetings for season planning with National Squad athletes and coaches completed.
- Select an Integrated National Squad (para and able-bodied athletes)
  - Carded athletes
  - Squad criteria for entry and level (nearing completion)
- Produce selection criteria for entry to racing level ETJC; ETC; WTC; WTCS Championships
- Engaged with athletes and coaches on the new structure and programme refinements.
- Website refreshed and updated with all programme information.
- In collaboration with Marketing redesigned HP kit for a new identity.

Tokyo Recommendation 3: 'Create a more cohesive and collaborative team culture.'

This continues to be refined and developed based on our current needs to deliver on the Tokyo recommendations and the 2023 KPI's. Staff continue to be engaged in the vision and direction of travel. Athletes continue to be engaged and consulted in the process of change, and this has been supported by an external consultant, delivering and facilitating learning sessions with the athletes and staff. In addition, the process of change is supported by using the athlete representatives as the 'athletes voice.'

Tokyo Recommendation 4: 'Review the Talent Pathway System.'

- National Pathway Coach/Coordinator (Junior) secured through SI funding for 4 years.
- Review of the current structures continued in 2023.

May 2023 National Talent testing Day

- 50 athletes signed up for the day.
- Seven male athletes selected for the National Squad.
- Six male and seven female athletes selected for the National Horizon Development Squad.

4 Provincial Talent Days in October 2023

- 55 signed up to trial.
- 13 new athletes selected across the two squads.

National Squads Team Building Day, Lough Cutra Triathlon

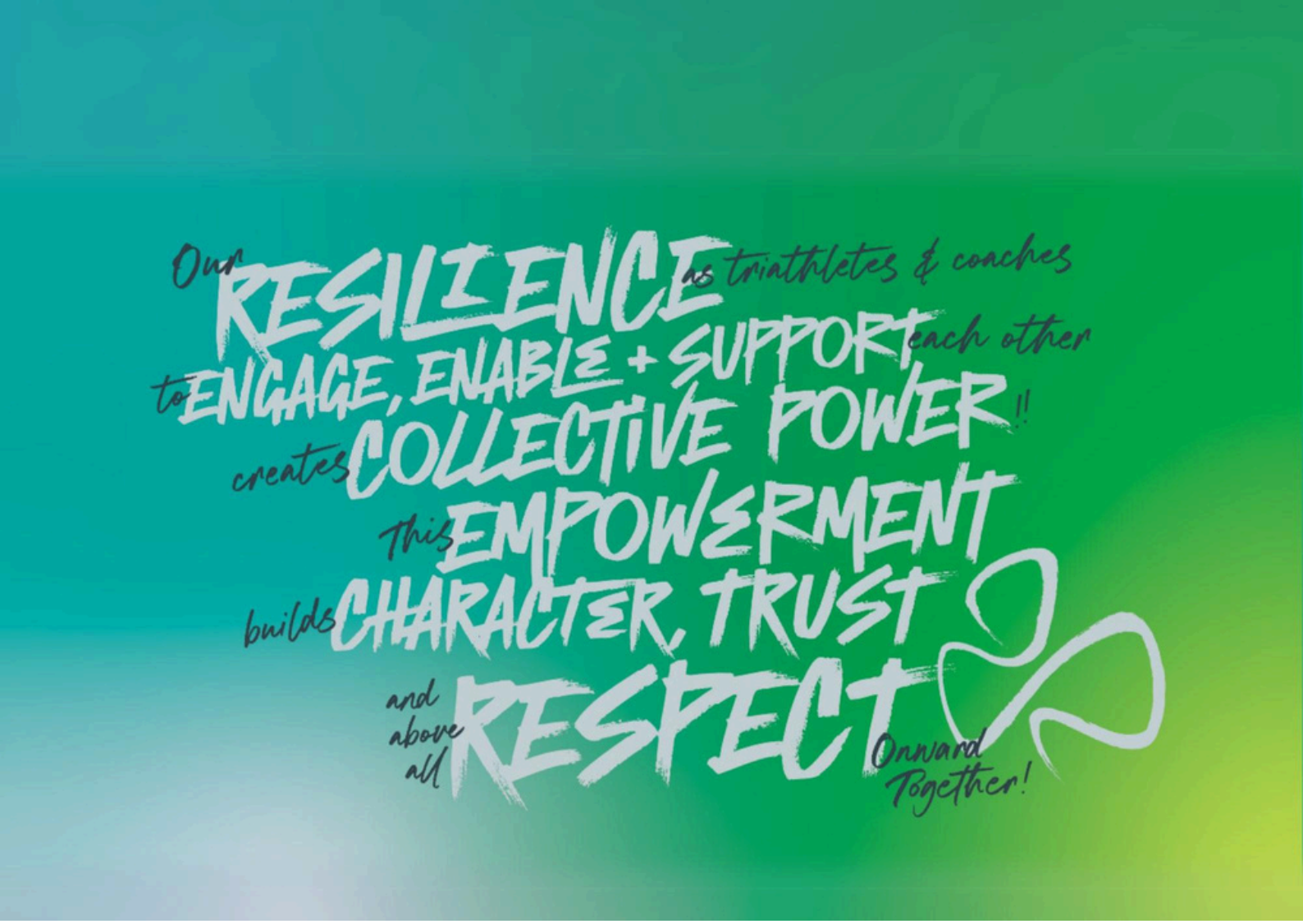
- Nine Mixed Team Relays with athletes from junior, U23 and elite racing together.
- Supported by our two Olympians Russell White and Carolyn Hayes.
- The squad connected with the Triathlon community.

The Squads

- National Squad: 10 male and one female.
- Horizon Squad: Nine males and 12 females.

2023 Season Highlights

- Three Europe Triathlon Junior Cup races in Carole Italy, Holten Holland and Dublin Ireland.
- World Junior Championships, Hamburg Germany: One male qualified and MTR finished 14th.
- Europe Junior Championships, Balikesir Turkey: Three male athletes, one female athlete and a MTR team competed.
- Youth Commonwealth Games in Trinidad and Tobago: Two male athletes raced.
- Europe Youth Championships, Banyoles, Spain: Three males qualified.
- ETJC Dublin
- Nine males raced with three in the top ten - Mathys Bocquet 5th; Senan McDonnell 7th and Ethan Doherty 8th.
- Seven females raced with four in the top 15 – Saoirse O'Brien 10th; Charlotte Moore 12th; Olivia Moore 13th and Aimee Carr 14th.



Milestones for 2024

Challenges and potential Opportunities

Time and patience
- Pathways continue to be reviewed, developed and strengthened.
- Coaches to be developed in the performance pathway.

The Cultural Review
- Changing the Performance Team culture and approach as part of the Sport Ireland review process continues.
- More athlete, staff, and stakeholder engagement to continue as part of the development programme.

Influencing the Daily Training Environment
- Through international training camps and competitions.
- Increasing and influencing performance of athletes and the approach of coaches at the highest level.
- Influencing coaching practice.

Performance Improvement
- Athlete centred and coach supported approach. Being more specific and individualised but driven by world standards and practice.
- Having more Irish athletes competing at world level in the Paris 2024 cycle and specifically the LA 2028 cycle.
- Having a Mixed Team Relay (MTR) competing at the highest level consistently.
- Developing athletes through the MTR.
- Improving the Performance Pathway and collaborating with the Development Team to influence the Boost Hubs and coaching practice.
- The opening of a National Training Centre in the last quarter of 2024.

Marketing, Communications & Sponsorship

Lorna Fox | Head of Marketing, Communications & Sponsorship
Shauna Ryan | Digital Marketing Executive
Eimante Mikneviciute | Digital Marketing Executive

Marketing

A key measure for Triathlon Ireland's marketing activities was to create and devise a strategy to stimulate membership growth, along with a slight increase in membership fees for the first time in years.

The 2023 campaign was the most ambitious, extensive, and complex campaign Triathlon Ireland has ever undertaken. The strategic approach was similar to the 2022 membership campaign, but with changes made based on the findings of our post-campaign analysis (including an earlier start date and increased investment in social and Google ad targeting).

This campaign ran for over five months and involved dozens of social media, website, and direct email activations. Potential audiences were identified and interacted with through distinct messaging channels, and the outcomes of marketing tactics were measurable, allowing us to correlate them with our biggest membership growth yet, bringing us to 20,000 members with 40% female participation and a rapidly growing youth member base.

Key initiatives and developments within Marketing included:

- A brand refresh that positioned our organisation as one of the most attractive, professional, and dynamic NGBs in Ireland.
- The launch of a members' app giving our community the ability to access services, news, images, and events in a single, attractive platform.

In 2023, we saw the departure of two long-standing department members as they gained new career opportunities. We welcomed a new Head of Marketing, Communications, and Sponsorship, along with two Digital Marketing Executives.

Triathlon National Series

The Duathlon and Triathlon National Series were rebranded and repositioned in line with our organisation's wider membership campaign and brand refresh. In excess of 30 events were activated with branding, equipment, and Triathlon Ireland Media on the ground. Triathlon Ireland's commitment to innovation and serving our community was exemplified with the Wattfest Zwift league, which continued to perform strongly.



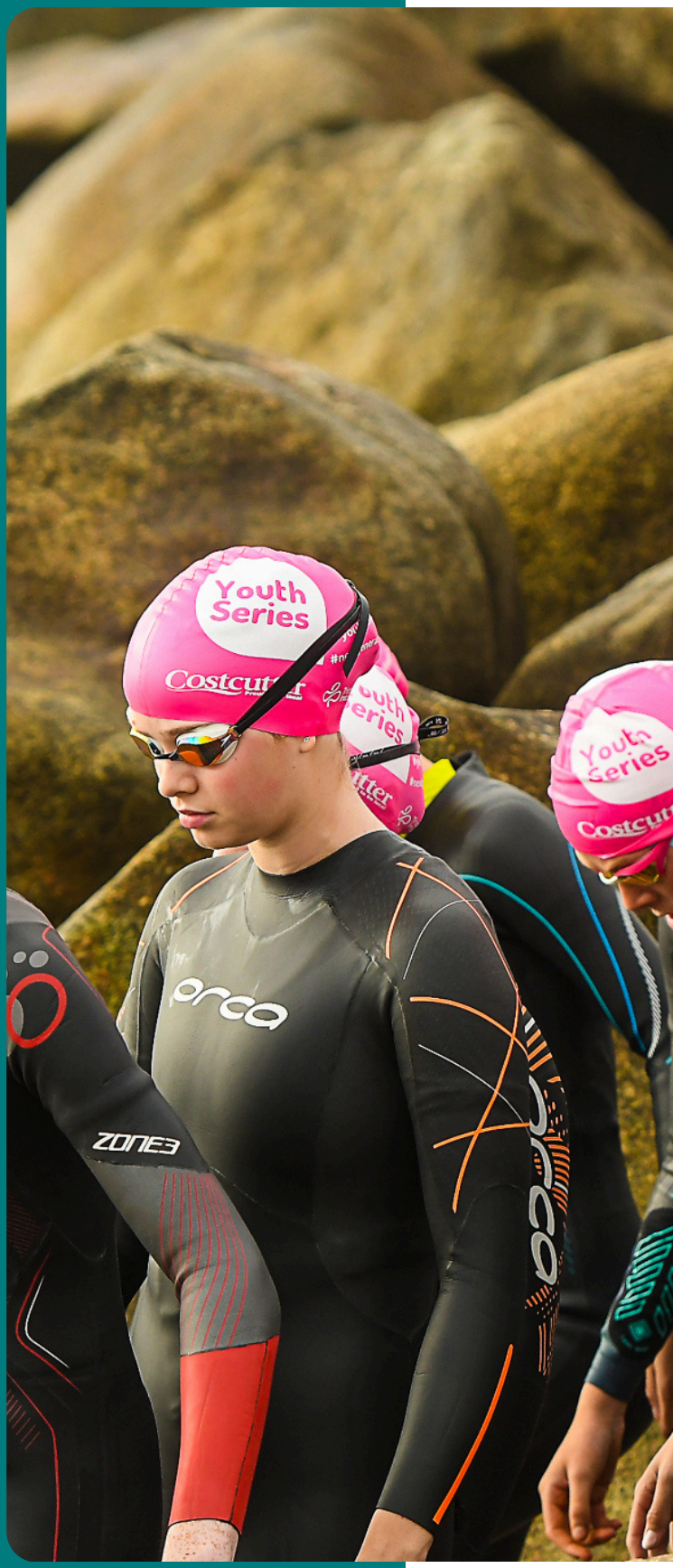
Partners

Maintaining the partnership portfolio at pre-COVID levels has continued to pose significant challenges. Securing a title partner and a portfolio of sponsors remained a primary engagement and top priority in 2023. 'CORE Sponsorship' advised that our approach is the best-in-class of any mid-sized NGB in Ireland.

Triathlon Ireland continued to actively pursue a Title Partner for the organisation.
An integrated marketing and sales strategy was further developed to attract new partners, initially utilising a microsite and then by completely overhauling our pitch deck to align it with our brand refresh. This involved an elevated, bespoke, and considered approach as we personalised our offering for each title partner pitch. A system for identifying, analysing, and contacting decision-makers in target companies was also refined.

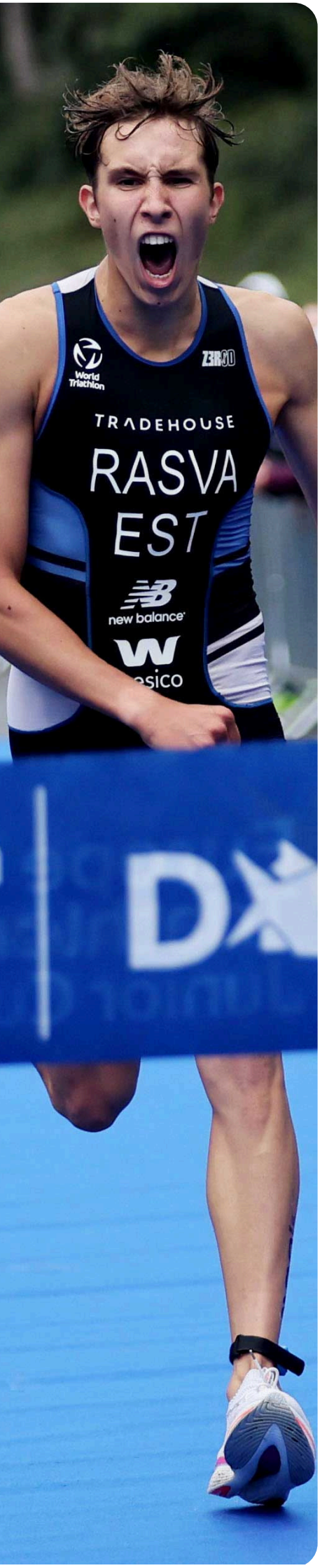
Towards the end of 2023, Costcutter did not renew their partnership for Youth Series and Youth Programmes for 2024. We enjoyed three successful years with Costcutter, during which they significantly contributed to the growth of the sport and youth participation in Triathlon in Ireland.

We continue to service and have renewed segment partnerships with Tribe for our kit, Bikmo for bike insurance, Cycle Superstore as a member benefit, Training Peaks as a member and high-performance benefit, and Deboer Wetsuits.



Digital Performance

In 2023, Triathlon Ireland achieved its largest gains in social media following, enabling us to reach a wider audience than ever before. Triathlon Ireland creates and posts content across seven owned channels: Website, Facebook, Instagram, LinkedIn, X, TikTok, and YouTube.



All social media channels experienced growth, with a notable 37% increase year-on-year. Our total social media audience has now reached 67k, showing a growth of over 4k year-on-year.

Particularly noteworthy was the increase in our Instagram audience, which surpassed Facebook in percentage terms. This was attributed to a change in strategy, where we implemented content and channel planning, and adapted content for each channel. Race coverage returned to X and transitioned from the grid to stories on Instagram and Facebook, with the incorporation of reels.

We streamlined our social media channels to maintain consistency in appearance, tone, and brand. Additionally, we launched TikTok. These decisions were informed by social media insights and data, combined with the expertise of our team.

67,000+ FANS

700K+ REACH

FB NEW LIKES	IG NEW FANS	FB VISITS	IG VISITS
45.6%	6.2%	46.8%	13%

Source: Triathlon Ireland Social Media Analytics. Over a 90 day period from August - October 2023.

GLOBALLY CONNECTED

300K+ USERS

800K+ VISITORS

40000+ DATABASE



Source: Triathlon Ireland google & email marketing analytics. Over a 90 day period from December - Febuary 2024

Audience Growth: Q1-3 2023 V Q1-3 2022

	Followers	Total YOY	% Change
Total Net Audience	**66,860**	**+4,250**	**+37%**
Facebook Audience	34,500	+800	+2.4%
Instagram Audience	16,100	+1,700	+11.8%
Twitter Audience	13,400	+1,200	+1.5%
YouTube Audience	1,500	+300	+3.6%
LinkedIn Audience	1,200	+200	+4.6%
Tik Tok Audience	160	+50	+13.1%

Safeguarding

Niamh O'Gorman | National Safeguarding Officer

Mary Crosbie | Development & Safeguarding Administrative Executive

Safeguarding is a priority for Triathlon Ireland and encompasses both legal compliance and promotion of a child-centred environment The ultimate aim of these objectives is to safeguard and protect children and vulnerable adults in our sport. The key objectives of the safeguarding programme include organisational compliance; policy development; and distribution and promotion of guidelines and best practice. In addition, the programme aims to educate and support clubs and events to create a broader awareness of safeguarding and the importance of junior consultation and to make safeguarding part of the conversation at all junior clubs, events and programmes.

Safeguarding policies and procedures are disseminated through all departments in Triathlon Ireland, junior clubs, junior events, schools programmes, and coaching and technical official education.



Key Performance Indicators

- 100% Legal compliance and organisational compliance with Sport Ireland and Sport Northern Ireland as a governing body including the Sport Ireland Club Safeguarding Self Assessment Framework.
- 100% compliance with Children First at club level.
- 100% compliance for all events where under 18's are taking part.
- Increased communication and engagement with clubs, parents and juniors and promotion of Triathlon Ireland policies and best practice guidelines.
- Increased number of clubs setting up junior sections due to development support interventions.
- Providing education opportunities for clubs, parents/carers and club safeguarding personnel.

Key Achievements

- Compliance: Sport NI compliance was achieved through the completion of a four year safeguarding operational plan with a follow up meeting to ensure not just compliance but development in the area of safeguarding.
- Compliance: Sport Ireland compliance achieved.
- Education: A workshop for new and existing Childrens Officers took place with opportunities for Children's Officers to have a 1:1 session with safeguarding staff. Online workshops took place to support young people's mental health for coaches and parents/carers.
- Consultation: Multiple consultation sessions with the Youth Commission allowed for input from juniors on decision making which impacts young people in Triathlon.
- Promotion: Triathlon Ireland supported key safeguarding weeks including Anti Bullying week and Keeping Your Child Safe in Sport Week .
- Events: All races where under 18's took part were reviewed for safeguarding compliance prior to permits being issued. As with previous years, compliance included a qualified Safeguard Lead and appropriate protocols outlined in the Event Management Plan.

Outlook for 2023

- Compliance: As an organisation, Triathlon Ireland will continue to maintain 100% compliance and assist our clubs to do the same through a mid-year review and consultation process.
- Clubs and Events Education: Information sessions for Club Children's Officers, Designated Liaison Persons and Race directors. These online and in-person sessions will support specific personnel to put safeguarding protocols in place in their clubs or events.
- Coach Pathway Education: Additional, specific, education will be rolled out to support coaches and development athletes on the athlete pathway.
- Promotion: Continue to promote safeguarding and support key weeks such as Anti-Bullying week and Keeping Your Child |Safe in Sport week. There will be further promotion of key policies for young athletes following consultation with the Youth Commission.
- Junior Consultation: Involve the junior commission in plans and conversations which include young people in triathlon. Support clubs to facilitate junior consultation in their clubs to give young people a voice in their club.
- Continue to support junior clubs in order to support current and new junior clubs to progress beyond meeting safeguarding requirements alone and assist them to develop a child-centred environment.
- Events: Events will continue to be supported. Safeguarding for events will be rolled out on a larger scale for the international junior event. This will involve specific education and protocols for large scale events. New Safeguarding for events document launched.



Women in Sport

Eleanor Condon | Women in Sport Lead (Interim)

The women in sport programme demonstrates consistent growth year after year across almost all key aspects of our 'Beyond the Finish Line' Strategy. In 2023, club engagement played a pivotal role in the success of participation, particularly in two standout programmes: 'Navigating Midlife Wellness' and the 'Winter Wellness' programmes. These initiatives involved 5 clubs facilitating 'Navigating Midlife Wellness' programmes and 33 clubs facilitating 'Winter Wellness' programmes to retain existing members and attract new ones.

Under the HER Moves banner, New-to-Tri Programmes were tailored for teenage girls in 2023. These programmes, conducted in collaboration with Local Sports Partnerships (LSPs) and other National Governing Bodies (NGBs), reached a total of 40 girls across three programmes.

Triathlon Ireland's webinars on key issues facing our female members were hugely successful with 150-200 sign ups to each webinar, which focused on REDs, Sports Bras, Coaching for Beginners, and Menopause.

Key Performance Indicators

- Increase the number of women and girls participating in triathlon
- Increase the number of active female coaches
- Develop and deliver key leadership programmes

Key Achievements

Leadership

Triathlon Ireland maintained 40% female representation on the board throughout 2023. The organisation also successfully advocated for and elected a female member to the Europe Triathlon Women's Committee. Furthermore, Triathlon Ireland demonstrates a robust female leadership presence at both European and World levels, with women contributing to committees such as Development, Technical Officials, and Sustainability, as well as leading Coach Education and Development programmes under World Triathlon.

Participation

Over 100 women engaged in Triathlon Ireland's Navigating Midlife Wellness Programme through a combination of Local Sport Partnership and club initiatives. The organisation also hosted its inaugural Women's aquathlon in Omagh and conducted a series specifically for teenage girls covering topics such as Periods, REDs, and balancing training with school commitments. Under the HER Moves banner, Triathlon Ireland introduced New-to-Tri programmes for teenage girls in 2023, collaborating with Local Sport Partnerships and other National Governing Bodies (NGBs) to reach a total of 40 girls across three programmes. Additionally, the Winter Wellness programme attracted participation from 33 clubs and over 600 women.

Coach Enabling

Triathlon Ireland expanded its coaching team by recruiting one female Coach Developer, resulting in a team where 50% are active female coach developers and another 33% are in the education programme. Notably, this marks the first year of students in the Coaching Academy, with all three young coaches already progressing on their coaching pathway. The Women's Coaching Network Day attracted over 120 attendees, and has received positive feedback. The Coaching Pathway programme, a collaboration with Cycling Ireland and Rowing Ireland, involved four coaches from Triathlon Ireland. These coaches benefited from mentor support and guidance, and they are now actively engaged in various coaching roles, including training camps, club coaching, school events, midlife women programmes, and new-to-tri programmes.



Technical Officials

In 2023, Triathlon Ireland enrolled 16 women in the LTO course, providing mentorship for all participants. 80% of these women have successfully completed the LTO course and progressed to the next stage. The organisation also expanded its team by recruiting two Level 1 Technical Officials (TOs) and appointed a new female Lead Facilitator. Additionally, one female TO is currently on the International pathway programme with support from both Triathlon Ireland and World Triathlon.

Visibility & Enabling

In its fourth year, the Triathlon Ireland Advocates programme utilises 12 remarkable women to promote the growth of triathlon at the grassroots level, within clubs, and in communities. Triathlon Ireland has consistently expanded the image bank throughout the year, producing high-quality content that highlights various facets of the membership. Notably, the focus has been on featuring real-life women in all marketing and membership campaigns in 2023, a trend set to continue into 2024.

Outlook for 2024

Approaching the final year of our 'Beyond the Finish Line' Strategy, we remain steadfast in our commitment to collaborating with other National Governing Bodies and driving essential initiatives centred around coaching, mentoring, and participation. Furthermore, we intend to amplify and refine our initiatives targeting disadvantaged communities, drawing upon our proven and effective programmes while incorporating adjustments for the upcoming year.

Our objective is to expand the female membership and participation base by working closely with advocates and women's officers. Our emphasis on leadership programmes is aimed at nurturing a strong foundation of female club leads, and cultivating a pool of women ready for success, at both board and international committee levels.

Anti-Doping

Eleanor Condon | National Anti-Doping Officer

Triathlon Ireland promotes clean sport and is committed to developing an environment of equality and fairness for all athletes at every level of competition. In 2023, the priority target groups for Anti-Doping education included:

- Regional testing pool athletes
- National Squad - Elite, Para and U23
- Age Group athletes
- Youth Development athletes
- Athlete support personnel (ASP)
- General membership

Triathlon Ireland continued to implement the Clean Sport Education Strategy, which focused on at-risk and priority groups within Triathlon Ireland for information, communication, and education pertaining to Clean Sport and Anti-Doping.

2023 Achievements

- In 2023 we delivered education sessions to:

1. 23 Elite and Para Triathlon athletes, along with 6 Athlete Support Personnel (ASP), whilst in attendance at the High Performance Camp in Fuerteventura.
2. 9 Youth Development Athletes participating in the Europe Junior Cup Dublin.
3. 96 Tri-Team Ireland Age Group (AG) athletes who attended international events in Madrid, Hamburg, and Pontevedra.

- Three Triathlon Ireland staff members qualified as Anti-Doping tutors.

- Continued implementation of the Triathlon Ireland Clean Sport Strategy (2021-2024).

- 2023 Competition Testing:

1. Testing was conducted at six events, compared to five in 2022. Resulting in a 20% increase in testing year on year (yoy). With an additional seven tests administered compared to 2022.

Phoenix Park Duathlon National Champs (four tests administered)
Skerries Triathlon National Series and Aquabike National Champs (two tests administered)
TriAthy Sprint National Champs (four tests administered)
Two Provinces Triathlon Para National Champs (two tests administered) Hardman Long Distance National Champs (four tests administered)
Europe Junior Cup Dublin (four tests administered)

2. International racing brought the Europe Triathlon Junior Cup to Dublin on August 26th. At the request of Triathlon Ireland, Sport Ireland Anti-Doping conducted 'User Pay' testing, as mandated by Europe Triathlon for hosting the event.

- Out of Competition testing:

1. Twenty-six 'out of competition' tests were conducted in 2023, resulting in an increase of nine tests compared to 2022. Representing a 53% increase yoy.

Outlook

- Triathlon Ireland has the opportunity to grow its reach and participation by developing online education and by adopting more innovative delivery methods. As part of the Triathlon Ireland Clean Sport Education Strategy for Anti-Doping awareness, platforms such as WADA eLearning, Sport Ireland online, and World Triathlon education modules remain integral.
- Anti-Doping Education workshops will continue to be delivered at High Performance athlete camps.
- The increase in athletes coming through the development pathway, will require a greater understanding and awareness of Anti-Doping Education in 2024.
- The growth in numbers of Age Group athletes representing Tri-Team Ireland, will further increase the number of Anti-Doping workshops being delivered to this cohort.
- With the upcoming Olympic and Paralympic Games in Paris in 2024, Anti-Doping education and awareness is crucial to maintain the integrity and fairness of our sport. Liaising with our potential Olympic and Paralympic athletes is imperative.
- The return of international racing to Ireland in 2024 at the Europe Triathlon Cup Cork, will bring additional testing through user-pay testing for Triathlon Ireland.

Sub Committee Reports

Technical Committee Report

Loren Harnett | Chair

Justine Keohane | Board Liaison

Members: Marijke Beltman, Robert Duggan, Ian Haseldine, Aoife McEvoy, Karen McGouran, David Power.



The technical committee is an advisory sub-committee of the Triathlon Ireland Board, and its responsibilities include reviewing and advising on competition rules, advising on the curriculum for the Technical Official (TO) programme, promoting the welfare of officials, advising on technical official event appointments, and engagement with the board and staff as required to complete its objectives.

Last year, the tenures of three members of the committee concluded, and we would like to thank Jane O'Brien, Sue Horsburgh and Hugh McAtamney for their enormous contributions. Jane was the outgoing Chair and held that role for three years. Sue continued to serve on the committee after returning to her native Australia, and Hugh balanced his workload with also being on the Europe Triathlon Technical Committee. They continue to make major contributions to the triathlon community internationally.

In the past year, we welcomed Ian Haseldine, Karen McGouran, David Power, Aoife McEvoy, and Marijke Beltman to the committee. The new members bring a wide range of experience across the areas of triathlon, event organisation, volunteer, project and organisation management, to ensure that the Triathlon Ireland board and staff receive input from a broad range of viewpoints as part of the terms of reference.

At the end of 2023 there were 77 active officials, up from 67 the previous year. These are distributed across the entire pathway:

Technical Official Category	2023
Shadow TO	17
Local Technical Officials (LTO)	35
National Technical Official (NTO)	12
World Triathlon Level 1 (WT L1)	10
World Triathlon Level 2 (WT L2)	2
World Triathlon Level 3 (WT L3)	1
Total	77

In 2024, seven NTO's will become WT L1 officials, and four WT L1 officials will become WT L2 officials. There will also be an NTO course held, where successful candidates will move from LTO to NTO.

Throughout the year, 18 Self Funded Technical Officials (SFTO's) officiated at 20 different events around the world, from as near as the Europe Triathlon Junior Cup Dublin to as far as Abu Dhabi for the World Triathlon Championship Finals.

Some of the working materials that we have provided input on:

- Irish Derogation from Word Triathlon rules
- LTO Course
- Adverse Weather Guide
- Protests and Appeals Derogation
- Updated Event Management Plan and Event Incident Protocol
- Technical Official Selection and Expense Policies,
- Enhanced Code of Conduct

We are delighted to see some of our key initiatives being delivered in 2024, including the very successful Open Water Series, and the 'Elevate Your Expertise: Workshop and Networking Event 2024' which will bring together TO's and Race Directors from around the country.



Governance Committee Report

Bernard Hanratty | Chair

Members: Joanne Kennedy, Greta Hickey, Ciaran Johnson, John O'Callaghan.

The Governance Committee is charged with providing advice to the Board in respect of matters relating to Governance, the Constitution, and the company's policies and procedures. At the start of the year it was comprised of 1 Board Member (the Vice President) and 4 independent persons. During the year, one of the 4 independent persons, Greta Hickey, was successful in being appointed to the Board as an independent director.

During the year, the committee has advised the board in relation to constitutional changes relating to the composition of the board, and to the application of regional and gender quotas. A number of these recommendations will be presented to the members for voting at the AGM.

The Committee has advised the board in relation to succession planning, particularly relating to the job specification for member-voted board director positions (i.e. the Vice President) and new independent board director positions. These job specifications take into account the current skill-matrix for the board, and any roles peculiar to the position (i.e. Finance Director).

The Committee is charged with the search and selection of Independent Directors, and makes a recommendation to the Board in relation to a preferred candidate. A new Independent Director will be appointed to the board in May, 2024. The refreshed Skill Matrix for the board (post the elections at the AGM) will inform the job description and the required skills for that position. The Committee will conduct the interviews for that position and make a recommendation to the Board.



Appendices

- Triathlon Ireland Constitution
- 2022 AGM Minutes
- Board Directors Register Attendance
- Committee Names & Roles

