

ANNUAL REPORT

2024



PRESIDENT'S REPORT

Alan Ryan | President

It is hard to believe that it is almost four years since you gave me the honour of representing you as your President. The start was a whirlwind with a very steep learning curve and I would like to think that not only did I learn a lot but that I am still learning. At time of writing, I hope to be elected for a second term but this is obviously out of my control and ultimately will be decided by yourselves, the members. While I feel I am a much more rounded leader than I was four years ago there is still more to be learnt and indeed I still have many things that I want to achieve as President. I have no doubt I made some mistakes and in some people's minds could have done more in certain areas, these are areas I will no doubt take care of in the next term.

The unprecedented challenges of 2023 took priority for a long time, as the very survival of the federation was at stake. In response, we stepped up and did everything possible to navigate this crisis. During 2024 we were able to get back to the day to day running of the federation, get on a steady financial footing, reintroduce programmes and indeed welcome new partners. Our staff team has been filled out and that is clear to see now. Darren will update you on some of these in his Executive Report, I do not need to state them here also.

I have many times thanked the executive led by Darren Coombes our CEO for all the hard work done during this time but often the role of the Board is overlooked at these times. I have been lucky to work with some great people over the last four years. The last year in particular has been excellent and I am very proud of the fact that between April and December we had 100% attendance at every board meeting. This as you all know is no mean feat and shows the level of commitment and passion for the sport that our board has. While often working in uncharted waters we did the very best we could with all the info and advice that we had. All board members have contributed the best they could to the betterment of our sport and every decision we made was made as a unified board who all, without exception, worked hard for the good of and the betterment of triathlon in Ireland. I give my sincere thanks to all those whom I have served with over the last four years and hope to continue to work with you going forward. I am ready, committed and raring to go.



Clubs

I have met with and spoken with members or committee members of just about every club in Ireland over the last four years. I have travelled the country to attend races and meetings and cannot thank enough all those who volunteer to keep these clubs running. It isn't always easy and is indeed mostly a thankless job but I believe we are in a good place and you all know that anything you need assistance or guidance with then the team in TI are always willing to help out.

Highlights of 2024

Attending so many events during the last year I find it hard to pick out any particular highlight. As always I get very excited to attend the juvenile and even kids' races. The smiles and pure joy are a good reminder of why we do all this. From a board point of view I have to say that bringing international racing back to Ireland was a huge event for us. Thank you to all those who made this possible from the staff to the technical officials to all those who volunteered and helped out over the weekend. But especially to those of you who turned up and raced. The large numbers showed that there is an appetite for this type of event going forward, unfortunately it will not happen in 2025 but is top of the list of targets for 2026 and beyond. Another huge milestone for us was the opening of the National Triathlon Centre on the grounds of the University of Limerick. This is an outstanding facility for both our aspiring and existing high performance athletes. The collaboration with UL is incredible as it allows us to offer scholarships to third level education to those who aspire to this pathway to the top of the sport. At present we have seven athletes based full time at the centre and we expect this to grow again next academic year. If you are not familiar with the setup there I would encourage you to make the effort to go and see it.

Strategy

We are as always ahead here on some issues and slightly behind on others as would be expected. We are currently undergoing a midterm strategy review and look forward to implementing the recommendations that come back from this.

International Influence

As always we continue to play a role at both Europe and World Triathlon level. Triathlon Ireland has a long history of involvement in both organisations and we look forward to continuing to play an active role in their progress.

Reflection

We are in a much better place now than we were this time last year. We have a fantastic, skilled, experienced and very committed board. At the same time as I was elected we also welcomed Maxine Strain and Mark Farquhar to the board. Both have been excellent ambassadors for the sport and have worked very hard to get things done. Both have now come to the end of their term and I want to thank both hugely for all they have done. You were both fantastic to work with and were never found wanting when called upon to help. I thank also Simon Rudd who stepped up this year as an independent director. Your expertise and help has already proved invaluable and again I look forward to working with you into the future. After last year's AGM we co-opted Karen Lewis from Newry onto the Board as financial director. Karen's financial expertise, governance experience and allround common sense has been invaluable and I really hope I get the chance to continue working together. When I first started in the triathlon world one of the first people I dealt with was Ian Haseldine. As the TI official on many of my races Ian was always supportive and we worked very well together. I was delighted last year when Ian was elected to the role of VP and we continued to have a supportive open working relationship which I'm sure will continue long into the future.

Having recently been elected as Vice-President of Europe Triathlon, I am extremely excited to represent Irish multisport on the international stage. Finally, if this is my last President's report I would like to thank all the members, staff and Board members whom I have worked with over the last four years.

Thank you.

Yours in Sport,

Alan Ryan
President, Triathlon Ireland

CEO'S REPORT

Darren Coombes | Chief Executive Officer

As we look back on 2024, one thing is clear - Triathlon Ireland is stronger, more engaged, and better positioned for the future than ever before.

In 2024, the sport experienced some significant wins, and I wanted to highlight a few of those here, with more detail in the departmental reports. Opening the first ever National Triathlon Centre at the University of Limerick was a momentous achievement and one that should be celebrated. The establishment of the centre provides a legacy for current and future generations of our sport.

At this year's Paris Paralympics, our sport fielded our largest ever number of athletes across two categories, Chloe MacCombe and Guide Catherine Sands alongside Judith MacCombe and Guide Eimear Nicholls in the Women's PTVI Category; and Cassie Cava in the Women's PTS4 category. This was a landmark achievement in an ever more competitive paratriathlon space, and as debutant Paralympians, we have great hope for the LA cycle to build on this experience, with athletes like European medallist Tom Williamson also developing really well at the start of this new cycle.

A major part of our current strategic plan is to deliver major international events in Ireland, and this year we took another step closer. For the second consecutive year we hosted an international event, delivering the successful Europe Triathlon Cup and Junior Cup at Cork City Triathlon, in partnership with Race Director Paul Mooney and the club community in Cork. This was a significant event, providing an opportunity for our Elite and Elite Juniors to race on home soil, as well as for our Age Group and Junior community to race around a circuit that incorporated a run through the iconic Pairc Ui Chaoimh.

You will find further detail on all of the above in the relevant sections of the 2024 Annual Report.

Triathlon in Ireland is thriving - and we are only getting started.





Strengthening Our Community | Membership & Club Development

Our clubs are the lifeblood of our sport, and in 2024, we saw strong engagement and continued growth:

- 84.4% of members now belong to clubs - bringing us almost to our 85%+ goal for 2028. I recall prior to our current strategic plan this number dipping below 60%, so massive credit is due to the club community for being the most attractive way for people to participate in our sport.
- Female membership rose to 39%, reflecting our long standing commitment to gender diversity.
- Over 70% of U18 members are club-affiliated, ensuring long-term sustainability.
- Community Training Hubs launched, offering accessible training in partnership with community groups and allowing us to target hard to reach and under represented groups within our sport, ensuring triathlon remains a sport for all.

The Development Team led by Niamh O’Gorman played a crucial role in expanding grassroots participation:

- Tri Heroes Programme: Reached over 2,000 children through school events and 1,300 through Splash & Dash races. We are one of Europe’s leading Triathlon federations in our schools and youths delivery and we have presented to many Federations on our winning model.
- Community Coach Programme: Recruited 20+ new community coaches to drive participation and club development.
- Boost Hubs: Provided additional high level monthly junior training with local club coaches.

Equality, Diversity & Inclusion Strategy: A new EDI Action Plan, soon to be launched, will guide 2025 initiatives, following extensive consultation with the membership. Eleanor Condon leads in this area and we look forward to building on strong initiatives already in place.

The Women in Sport (WIS) programme is instrumental, and we are so grateful to Sport Ireland for record levels of funding in 2024 for a programme that has delivered measurable return on investment. With a new strategy launching in 2025, it is imperative to reflect on the success of the final year of the 'Beyond the Finish Line' WIS Strategy:

- **HER TRIbe Programme:** Engaged 60+ teenage girls, creating new entry pathways into triathlon.
- **New2Tri Programme:** Introduced 150 women to triathlon, fostering long-term involvement.
- **Navigating Midlife Wellness:** Helped 50+ women maintain health and well-being through triathlon.
- **More women in leadership:** Women now hold 30% of club chair positions (+10% from 2023) and 56% of Triathlon Ireland Board seats, surpassing national gender targets.

2025 Outlook

Further club growth, youth participation, and regional outreach will be top priorities alongside the launch of the new EDI Action Plan and WIS Strategy.

Unforgettable Events | A Landmark Year for Irish Triathlon

2024 saw the continued expansion of elite international racing to Ireland, alongside an expanded and improved National Series:

- Europe Triathlon Cup & Junior Europe Triathlon Cup in Cork – this marked Ireland's first senior elite-level race in over a decade.
- 266 sanctioned races provided competitive opportunities nationwide.
- New Women in Sport Events:
 - Cork City Triathlon Women's Wave
 - Castle Race Series Women's Triathlon
 - Omagh Women's Aquathlon
- National Championships at Pulse Port Beach delivered high-caliber draft legal racing thanks to Pulse Triathlon Club with a significant prize money investment from Triathlon Ireland.
- Ranking System Overhaul: In 2024, we committed to the redevelopment of our series ranking system, which has resulted in the introduction of an all-Ireland ranking feature, in partnership with My Tri Ranking.

2025 Outlook

Increased race accessibility, expanded youth racing, and further enhancements to elite competition structures. In terms of potential international events in 2026, we are in search of ambitious event partners with a strong track record that we can invest in.

Marketing | Making Strides

The visibility of our sport remains tantamount to our success, and the marketing function continues to deliver in bringing our sport to the community and beyond. The team has had some key personnel changes recently, with Joanna Doran rejoining the organisation as Director of Marketing & Partnerships leading the team into 2025.

In 2024 the team;

- Invested in bringing the 2024 Paris Paralympic Games to the Irish multisport audience.
- Secured a new partnership with AIG Insurance as Club, Community & Diversity Partner. It is an important development for our sport to have the backing of such a significant and strategic partner.
- Increased reach across our social channels by 21%, including a renewed focus on TikTok.
- Delivered new branding and promotion for the inaugural Cork City Triathlon.

2025 Outlook

We look forward to an increase in the activity of the commercial side of the organisation in 2025, in particular with the establishment of the new voluntary Commercial Advisory Group. Race Coverage of the Duathlon and Triathlon National Series connects our community across the sport and we will see enhanced investment here.

High Performance | Irish Athletes on the Rise

Triathlon Ireland's High Performance (HP) programme delivered major milestones in 2024:

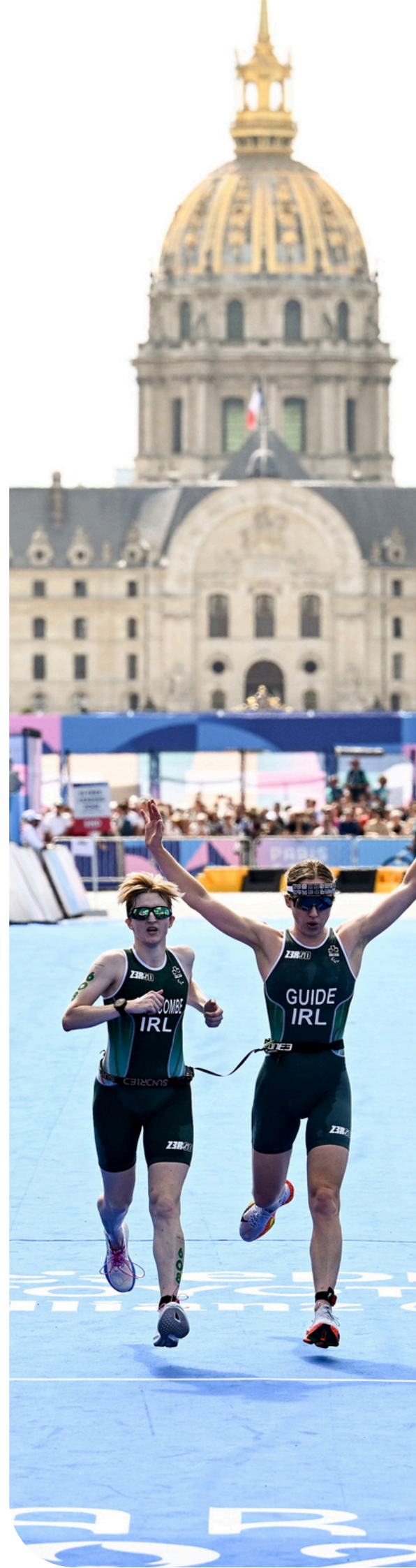
- **Mixed Team Relay squad jumped from 38th to 27th in the world rankings** (and into the Top 20 in early 2025 with a Top 8 finish at WTCS Abu Dhabi)
- **Three athletes qualified for the Paris Paralympic Games.** A landmark achievement for the programme and excellent performances from Chloe and Catherine; Judith and Eimear; and Cassie! A strong foundation to build on with medals on our mind for LA 2028.
- **The National Triathlon Centre (NTC) at University of Limerick officially launched**, providing a world-class training hub for the very first time in Irish triathlon history. This is a hugely significant project for Triathlon Ireland, and Year One has been hugely productive for this emerging project.

The Anti-Doping Programme also played a vital role in ensuring clean sport:

- Over 40 Age Group athletes received anti-doping education before international races.
- 38 out-of-competition tests conducted (+12 vs 2023).
- Five domestic competitions were tested, including Cork Europe Triathlon Cup.
- Expansion of anti-doping education at youth and elite levels, reinforcing ethical competition.

2025 Outlook

Greater investment in athlete and coaching pathways, the appointment of a new National Head Coach, enhanced talent identification, and a continued push for elite level success ahead of the qualifying window for the LA Games opening in 2026.



Financial Strength | A Stable and Sustainable Future

Triathlon Ireland delivered a stronger financial position in 2024, with better-than-expected results:

- Total revenue reached €2.62m, surpassing the budgeted €2.46m (+6.5%).
- Surplus of €142k (excluding exceptional items), significantly exceeding projections.
- Sport Ireland & Sport Northern Ireland funding reached €1.36m.
- An increase on 2023 sponsorship revenue
- Prudent financial management, ensuring long-term stability.

2025 Outlook

A board-approved surplus budget of €70k, with a focus on strengthening reserves, diversifying revenue, and investing in long-term growth.

Enhancing Governance | A Strategic Future

2024 saw key governance improvements, ensuring Triathlon Ireland remains a leader in best practices:

- **New Independent Director Simon Rudd appointed.** Simon's significant commercial expertise will enhance board capabilities.
- **Sport Ireland compliance maintained,** reinforcing our funding and credibility.
- **Positive governance reviews,** including KOSI report validation of governance strength.
- **Women now make up 56% of the Board,** surpassing national targets of 40%.

With stronger structures and leadership in place, we are well-equipped to navigate the next phase of growth.



Looking Ahead | The Future is Bright

As we head into 2025, Triathlon Ireland is in a position of strength – and we plan to capitalise on this momentum:

- Expanding Club Development – Supporting new and existing clubs and engaging more athletes.
- High Performance Evolution – With the National Triathlon Centre as the focal point, supported by some exciting initiatives.
- Women in Sport Expansion – Increasing female participation and leadership through targeted initiatives.
- Financial Sustainability – Diversifying revenue streams and investing in long-term growth.
- Commercial – a big part of 2025 is in maximising commercial opportunities for the sport, with the ultimate goal of securing a new title partner.

Investigation Update

Following my Executive Update in the 2023 Annual Report, it is important to provide a further update on ongoing proceedings.

The Coroner's Investigation into the tragic deaths of Ivan Chittenden and Brendan Wall at Ironman Cork 2023 formally commenced in 2024. Triathlon Ireland staff and personnel remain fully committed to cooperating with this process, ensuring that all necessary information and support is provided.

In parallel, the extensive Grant Thornton investigation into the sanctioned status of Ironman Cork remains in its final phases at the time of writing, with the Board yet to receive a final report. Triathlon Ireland staff and volunteer officials have fully complied with the process, engaging in extensive and thorough interviews and substantive documentary submissions in a timely manner. The final report is imminent and will be made available to the relevant authorities.

The financial impact of these ongoing processes has been significant, with exceptional costs incurred primarily in legal fees and the final payment of fees to Grant Thornton. While these costs have placed an additional burden on the organisation's finances, prudent budget management has ensured they have been absorbed with some impact on strategic plan implementation, but without compromising core operations. Triathlon Ireland remains focussed on seeing the Grant Thornton investigation through to its conclusion while maintaining the long-term stability and integrity of the organisation.

Conclusion

2024 has been a year of progress, innovation, and renewal. We have:

- Strengthened our clubs;
- Expanded participation opportunities;
- Delivered world-class events;
- Enhanced our high performance programme;
- Maintained financial stability;
- Led the way in governance and women's sport.

And in 2025, we will do even more.

To our members, clubs, athletes, volunteers, and staff – thank you for making 2024 such a success.

I would like to express my gratitude to my team. I say it every year, but it remains worth saying – I firmly believe that we have the hardest-working and most talented team in the sector. Our staff are fully aware that we serve a passionate membership community, and we 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 2025 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.

Here's to an even bigger and better 2025!

FINANCE

Eric Harmon | Financial Controller

Ruth Quinlan | Finance Administrator

Tawane Donbrovisk Rodrigues | Financial Risk Analyst

Karen Lewis | Finance Director (Board)

Highlights from 2024

Triathlon Ireland (TI) ended the year with a surplus of €18k, excluding exceptional items this surplus increased to €142k. We initially projected a surplus of €31k in the 2023 annual report, however a better-than-expected operational performance in 2024 (excluding exceptional items) led to improved financial results.

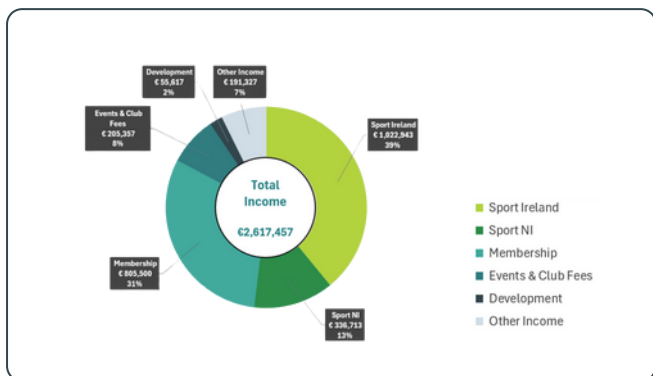
Total actual revenue for the period amounted to €2.62m, exceeding the budgeted target of €2.46m by €160k, which represents an increase of 6.5%, see detailed graph below. This positive variance is largely attributed to higher-than-expected funding support from Sport Ireland totalling €1.02m and Sport Northern Ireland €336k. Increased programme funding had a significant impact on key areas such as High Performance, Education & Development, and Women in Sport, with further details available in the respective sections of the annual report.

Membership revenue for the period reached €805k, reflecting a slight shortfall of €45k from the budgeted €850k (-5.3%). One Day Membership (ODM) revenue reached €157k in 2024, following €184k in 2023. While membership and events revenue fell short of projections, these were offset by strong funding contributions and sponsorship performance.

Events Income & Club Fees (including Club Affiliation, Race Sanctioning and Age Group Participation) generated €205k, all of which was reinvested into the Triathlon Community. Sponsorship income totalled €55k, exceeding our budget for the period.

Other income includes €35k in funding from the Rank Foundation, which supported our Northern Ireland Development Officer in 2024. Additionally, we received €25k from Paralympics Ireland and €14k from the Commonwealth Games, both were directly paid to athletes which benefitted their training costs during the Olympic cycle. Other income also includes a €27k contribution from Aviva for exceptional items and a €10k profit from the disposal of fixed assets.





For the reporting period, overall expenditures were closely aligned with budget projections, with some variances across key cost areas. The actual salaries spend was €1.04m, staying within the budgeted €1.13m, reflecting effective cost control in staffing.

Programme costs exceeded the budget by €177k, with actual spending reaching €1.01m against the allocated €833k. The increase was primarily due to contra income received by Triathlon Ireland for athletes, which was then paid out to cover training costs in the Olympic & Paralympic year. Additionally, the Cork City Triathlon and European Cup, organised by Triathlon Ireland, contributed to the higher programme expenses but achieved a key strategic objective.

Actual core costs amounted to €537k, surpassing the budgeted €468k. However, after adjusting for exceptional items, core costs stood at €429k, indicating prudent cost management in routine operations.

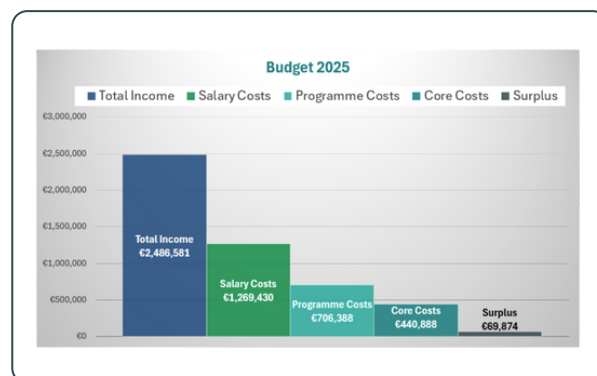
As of December 31, 2024, our reserves totalled €133k, reflecting a modest increase from €115k at year-end 2023. This growth aligns with TI's ongoing financial rebuilding efforts in accordance with our Reserves Policy.

Outlook for 2025

The board has approved a surplus budget of €70k for 2025 (see breakdown below), further strengthening our reserves. TI will receive a modest €20k increase in Core Funding, along with a similar boost in High Performance funding, while all other funding areas remain unchanged from previous years. The 2025 salaries budget reflects a strategic decision to rebuild and restore job positions to previous levels, primarily supported by Sport Ireland funding.

To ensure continued efficiency and value for members, a slight increase in membership fees across various categories was introduced in 2025. This adjustment will support TI's ability to serve its members effectively while maintaining affordability.

The board remains committed to rebuilding reserves to sustainable levels while staying aligned with strategic objectives and acting in the best interests of members.



Financial Statements

2024 marked the first year of our engagement with OSK Limited as our new auditors, following their appointment by members at the 2024 AGM. OSK Limited conducted an interim audit in Q4 2024, followed by a full audit in Q1 2025, covering the financial period from January to December 2024.

Below, you will find a summary of their findings, along with the full Directors' Report and Financial Statements.

The audit of the 2024 financial statements was carried out by OSK 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 2024 and of its surplus 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 2024 Financial Statements were approved by the directors of Irish Triathlon Association CLG on 18th March 2025.

OPERATIONS: MEMBERSHIP & CLUBS

Orla Nugent | Operations Manager

Roisin MacCarthy | Operations Team Lead

Julie Dunne | National Events Coordinator

Calvin Murphy | Operations Executive

Mackenzie Keller | Project Executive

Anna. Clarke | Outgoing Team Member

Nina Gorman | Outgoing Team Member

The Operations Team plays a vital role in ensuring the smooth and effective functioning of our organisation across multiple key areas, including events, membership, club administration, age group participation, officiating, and governance. Our team is dedicated to delivering high-quality services that support our members, enhance club activities and events, and uphold the integrity of our governance structures.

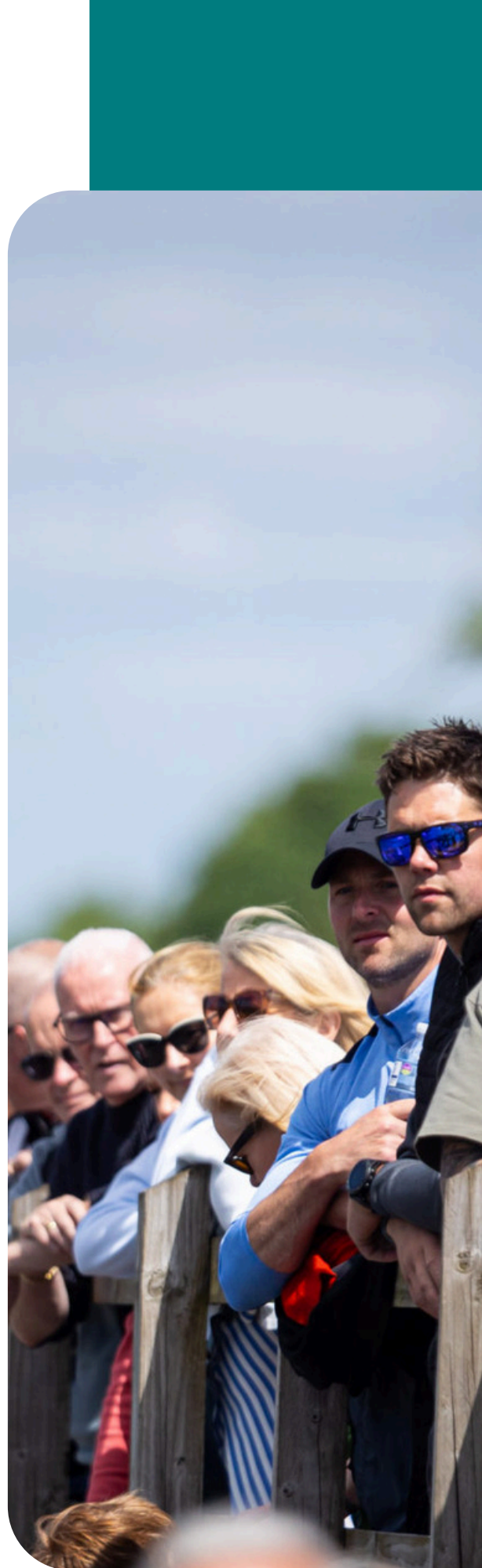
This report highlights the key achievements, challenges, and future initiatives of the Operations Team, reflecting our ongoing dedication to excellence in service delivery and organisational growth.

Membership & Clubs

Triathlon Ireland's club network is the foundation of our sport, fostering a vibrant and supportive community for athletes of all levels. In 2024, 84.4% of our total membership is affiliated with a club, an increase from 83.3% in 2023, demonstrating the continued success of our strategic focus on club engagement and sustainability. This aligns with our long-term goal of achieving 85%+ club members by 2028.

We remain committed to developing junior sections within clubs, ensuring that young athletes have the best opportunities to participate and thrive in triathlon. Through a key collaboration between Operations and Development, we are driving initiatives to increase youth participation and expand access to the sport for the next generation.

The 2024 season reflects a stable and engaged membership base, with a slight overall decrease in numbers but notable growth in key areas. Female participation continues to rise, reaching 39% of total members, compared to 37.9% in 2023 – a strong step forward in our diversity and inclusion efforts.



Key Insights from Membership Data

TOTAL MEMBERS
10,373

GENDER DISTRIBUTION
Male: 6,333 (61%)
Female: 4,040 (39%)

AGE GROUP BREAKDOWN
u18: 969 (9.3%)
18-29: 829 (8%)
30-39: 1,978 (19%)
40-49: 3,502 (33.7%)
50-59: 2,469 (23.8%)
60-69: 564 (5.4%)
70+: 62 (0.6%)

CLUB MEMBERSHIP
Club Members: 8,752 (84.3%)
Non-Club Members: 1,621 (15.6%)

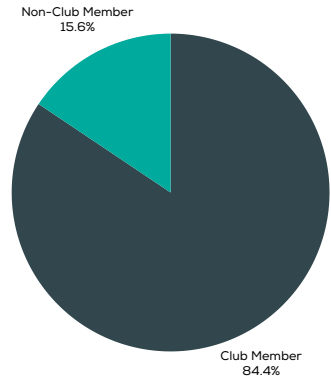
UNDER 18 CLUB MEMBERSHIP
Club Members: 696 (71.8%)
Non-Club Members: 273 (28.2%)

TRI HEROES
Junior Male: 1004
Junior Female: 978

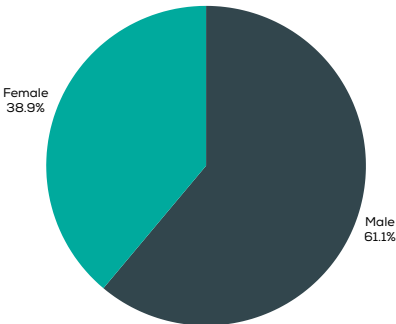
These figures highlight the strength of our club network and the value clubs add to our sport.



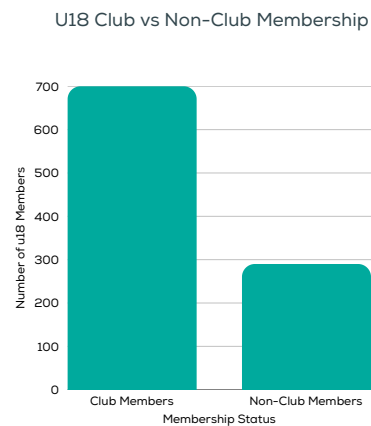
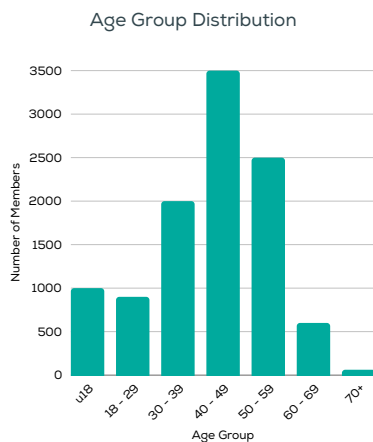
Club Membership Status



Gender Distribution



Key Insights from Membership Data



Expanding Our Reach: Opportunities for 2025

- 1. New Club Development:** To further grow triathlon participation, we are identifying underserved regions through demographic analysis. In 2025, we will work closely with marketing and development teams to target these regions through consultation and partnerships with Councils and Local Sports Partnerships to identify the most appropriate on-ramps to our sport and our clubs for new and current members in those areas.
- 2. Strategic Partnerships:** Strong partnerships are essential for club development. In 2025, we will focus on collaborating with universities and corporations to develop feeder systems that encourage participation among students and professionals, ensuring a sustainable and thriving university triathlon network.
- 3. Financial Sustainability:** Supporting clubs in securing funding and grant opportunities remains a key priority.

Looking Ahead

At the end of 2024, 2025 membership registration data shows strong engagement, with over 50% of clubs affiliating before the end of the 2024 year. This proactive approach facilitates seamless onboarding for members and strengthens club participation from the outset.

With youth memberships continuing to grow and female participation on the rise, 2025 presents a significant opportunity to enhance accessibility, establish new clubs, and reinforce financial sustainability initiatives. Through targeted efforts and continued collaboration, Triathlon Ireland is well-positioned to drive long-term growth, inclusivity, and success in our sport.



Events

Triathlon Ireland was excited to continually support a long term strategic objective, aligning within both the Performance and Youth strategic pillar by marking a significant period with international racing in Ireland.

Domestic Racing

The Youth Series and Triathlon National Series were successfully completed, culminating in the National Championships at Pulse Port Beach. The Draft Legal Championships featured 19 male and six female competitors, highlighting increased participation in this elite category. Across the season, 266 sanctioned events took place, including 16 Youth Series races, an 11-race Duathlon Series, and a 21-race Triathlon National Series. Events were well-distributed across the country, with 77 races held in Munster, 73 in Leinster, 65 in Ulster, and 51 in Connacht, ensuring widespread access to competitive opportunities nationwide. The National Series underwent a comprehensive review to refine competition structures, alongside supporting current and new events.

Cork City Triathlon European Cup & Junior Cup

Triathlon Ireland saw the return of Elite International Racing to Ireland, hosting the Europe Triathlon Cup and Junior Cup alongside the Cork City Triathlon. This marked the first senior elite-level event held in Ireland in over a decade, reinforcing the country's position on the international triathlon stage. The post-event review collected feedback from multiple stakeholders, including age group and youth athletes, staff, technical officials, the local organising committee, and Local Sports Partnerships. Athletes praised the event's festive atmosphere, course, and the inclusion of Páirc Uí Chaoimh in the run section, enhancing the race's uniqueness. The looped, closed-road format provided safety and better spectator engagement. The centralised finish area also contributed to an enhanced race-day experience. Europe Triathlon provided positive feedback regarding the Cork City Triathlon, acknowledging the strong efforts of the local organising team. Europe Triathlon Event Manager Maryia Charkouskaya-Tarasevich praised the event's organisation, noting that for a first edition, it was delivered to a high standard. The positive reception reinforces the potential for Cork to become a recurring venue on the European triathlon calendar. Triathlon Ireland remains committed to improving race delivery and leveraging opportunities to establish Ireland as a premier triathlon destination.

Challenges

Challenges during the year included logistical hurdles such as road closures, hosting draft-legal races, and water quality testing. Increasing the number of junior and youth events remains a priority, alongside identifying participation barriers to improve engagement and accessibility. The review of the National Series has created new opportunities, including an updated ranking system that elevates competition across all levels, with the introduction of an all-Ireland triathlon and duathlon ranking feature in partnership with My Tri Ranking.

Opportunities

Triathlon Ireland continues to align its event planning with national and international strategic goals. Consistent with our mass participation goal of offering diverse and inclusive event formats, Aquathlon, Duathlon, and Aquabike have all been designated as National Championship races for 2025, providing participants with options in varied locations, distances, and formats. The focus remains on increasing participation, supporting elite development, and ensuring long-term event sustainability. In early 2025, led by Roisin MacCarthy and in partnership with My Tri Ranking, we launched our new ranking system, meaning that for the first time in Irish multisport history there will be national athlete rankings.

International Age Group Racing

The 2024 season was a significant one for Ireland's Age Group athletes, with 252 competitors at World and European Championships, reinforcing Triathlon Ireland's commitment to participation, performance, and international representation. Across the season, Irish athletes demonstrated increasing competitiveness, a stronger team identity, and growing global recognition, solidifying Ireland's reputation on the world stage.

A key highlight was the Sprint and Standard World Championships in Malaga, where 65 Irish athletes competed. This event also marked the debut of Ireland's first-ever Age Group Mixed Team Relay squad in the 50-59 age category, demonstrating the depth of talent within the Irish age group racing community. With the support of two dedicated Team Managers, athletes secured podium finishes across multiple categories, while Ireland ranked among the top ten national federations represented at the event.



Representation figures for 2024 highlight encouraging progress in gender and youth participation. A total of 252 athletes competed internationally, comprising 101 female and 152 male participants. The highest participation was recorded at the 2024 World Sprint & Standard Triathlon Championships in Torremolinos-Malaga, the 2024 Europe Triathlon Duathlon Championships Sprint & Standard in Coimbra, Portugal, and the 2024 Europe Triathlon Sprint Triathlon Championships in Vichy, France. Ireland was also represented at both World and European Multisport Championships, demonstrating its growing presence across multiple disciplines. Female and Youth participation was highlighted at the 2024 World Sprint & Standard Triathlon Championships in Torremolinos-Malaga with 37 female athletes and 11 competitors under the age of 30 taking part in a single international event.

Triathlon Ireland's International Age Group Racing Programme continues to play a crucial role in developing athletes, increasing participation, and strengthening Ireland's competitive standing worldwide. The programme aligns directly with the Triathlon Ireland Strategic Plan (2021-2028), supporting the expansion of participation opportunities, creating structured pathways for athletes to transition from national to international competition, and ensuring a strong Irish presence at European and World Championship events. By fostering long-term engagement in the sport, the programme contributes to membership growth, enhances community connections, and reinforces national pride and inclusivity by ensuring that athletes of all ages and abilities have access to international racing opportunities. Continued investment in this initiative will further enhance Ireland's global reputation, build a stronger talent pipeline, and support broader goals of sustainability, performance, and community engagement.

With strong athlete participation, increased representation, and new initiatives in place for 2025, Triathlon Ireland's Age Group Racing Programme is poised for further growth and success. The momentum built in 2024 provides a strong foundation for the continued development of Irish age group athletes, ensuring that they remain competitive and well-supported on the international stage.



DEVELOPMENT, EDUCATION & YOUTH

Niamh O’Gorman | Head of Education and Development

Eleanor Condon | Munster Development Officer

Amina Martin | Northern Ireland Development Officer (on leave)

Ciaran McGarrity | Northern Ireland Development Officer

Denise Murphy | Connacht Development Officer, Youth Development Lead & Coach Developer

Mary Crosbie | Development & Safeguarding Administration Executive

Rozanne Bell | Outgoing Team Member

Gary Crossan | Outgoing Team Member

Anna Grealish | Outgoing Team Member

Natasha Kelly | Outgoing Team Member

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 a three tiered education pathway aligned with World Triathlon coach education through the World Triathlon partnership programme.

2024 Highlights

Community Programmes

- **Community Coaches:** In 2024 we launched the Community Coach Programme. We recruited over 20 community coaches from around the country who are now part of a coaching team where they can access development opportunities and support. The coaches are delivering community programmes including social hubs, schools programmes and inclusion programmes.

- **Social Training Hubs:** Increased funding from Sport Northern Ireland allowed us to roll out the social hubs in two locations. The hubs are low cost accessible training opportunities and partner with community groups to provide opportunities to groups who may not have otherwise had access to our sport.

Equality, Diversity & Inclusion

Strategy & Action Plan: Following a consultation process with those in and outside of our community a new Equality, Diversity and Inclusion Strategy and Action Plan has been developed by an expert consultant. This strategy will build on programmes we have already delivered with groups like the Irish Wheelchair Association, Migrant Help and WISPI and will shape our approach to all processes and programmes going forward.

Youth Development

Schools Programmes: Our schools programme, Tri Heroes, continues to grow and with this our Splash and Dash events have expanded with over 1300 children through partnership Splash and Dash events and over 2000 through schools programmes in 2024.

Boost Hubs: Hubs ran monthly coached by local coaches giving additional training opportunities for new and current junior members.

Coach Education

- **Education Team:** The Coach Developer team, (contract tutors), has expanded, giving more capacity over the next two years for course delivery and coach support.
- **Coaching Courses:** Coach education courses have been run successfully with over 200 coaches taking part in courses in 2024. New CPD for coaches has been developed and added, including an open road CPD which covers both safety information and activities. This helps coaches prepare New to Tri groups and juniors for the open road.

Staff

Our team continues to be involved in continued development and with other organisations, to develop relationships and contribute to the development of sport in Ireland and abroad. During 2024 Denise Murphy was recruited to deliver coaching courses with World Triathlon. Amina Martin continued in role on the board of the NI Sports Forum, Niamh O’Gorman was appointed to the Sport Ireland Children in Sport Group and was selected to be part of the Sport NI Coaching Leaders Group. Eleanor Condon completed The Women in Sport High-Performance Pathway Programme with World Triathlon.

We had some key staff move on in 2024, reducing our team to five and received reduced Dormant Accounts Funding, both of which tempered the progress we were able to make with community programme development in ROI. We bolstered our delivery capacity where possible with community coaches and we look forward to rebuilding the team in 2025.

Looking Ahead

Moving into 2025, we have some key opportunities to grow some of the focus areas in our strategic plan. This is due to the recruitment of the community coaches and the imminent recruitment of additional staff.



Youth Development

The **Tri Heroes Programme**, which to date has been solely focussed as our schools programme, has now been developed to also encompass our nationwide junior development initiative. All clubs have been offered the programme and support to set up or bolster their junior club. We will also work with LSP's to roll out the programme in the community, expanding on the camps which have been successful in the past and connect community groups to clubs where possible. Growing our junior membership and participation base is a key area for development outlined in our strategy and this programme will be instrumental in that growth.

Boost Hubs are ongoing and have been integrated into clubs to make them more sustainable.

The **Youth Commission** will be recruiting more young people for the 2025 intake. Current members of the commission will be given a role to support the new commission members to draw on their valuable experience and keep them involved.

Equality, Diversity and Inclusion

With a new strategy and action plan we will have more structure in our approach to our inclusion participation programmes. We will look to address new items in Year One of the action plan while continuing to develop our current social training hubs and develop partnerships which will allow us to provide opportunities for groups we have not been able to reach previously.

Our Coaching Scholarship will give an opportunity to those for whom cost, travel and equipment are a barrier to taking part; and to support them in their coaching journey by providing access to coaching courses, mentors and additional development opportunities.

Clubs and Members

All clubs are being contacted to offer support with setting up or developing their junior club to help the club to grow, build the junior base across the country and create more opportunities for young people in our communities to take part in sport.

Our key target in 2025 will be to rebuild our staff team to increase our capacity and support clubs, to partner with Local Sports Partnerships, councils, as well as other sports and community groups to expand the reach of our programmes and opportunities; and to focus on building our junior membership base through clubs and community on ramps. Triathlon should be available to everyone in our communities and we look forward to both the challenges and successes that 2025 will bring while we work to grow our sport.



HIGH PERFORMANCE

Gordon Crawford | Director of Performance

Laura Colhoun | High Performance Programme Manager

Mark Buckingham | National Head Coach

Natasha Kelly | Para Triathlon Programme Lead

Calvin Murphy | Performance Support

Chris Price | National Pathway Coach and Programme Coordinator

Paula Fitzpatrick, Scott Walker, Phil Edwards, Oliver Logan | High Performance Committee

Mark Farquhar (Board Liaison)

Triathlon Ireland's High 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.

Strategy Alignment

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 following supporting documents:

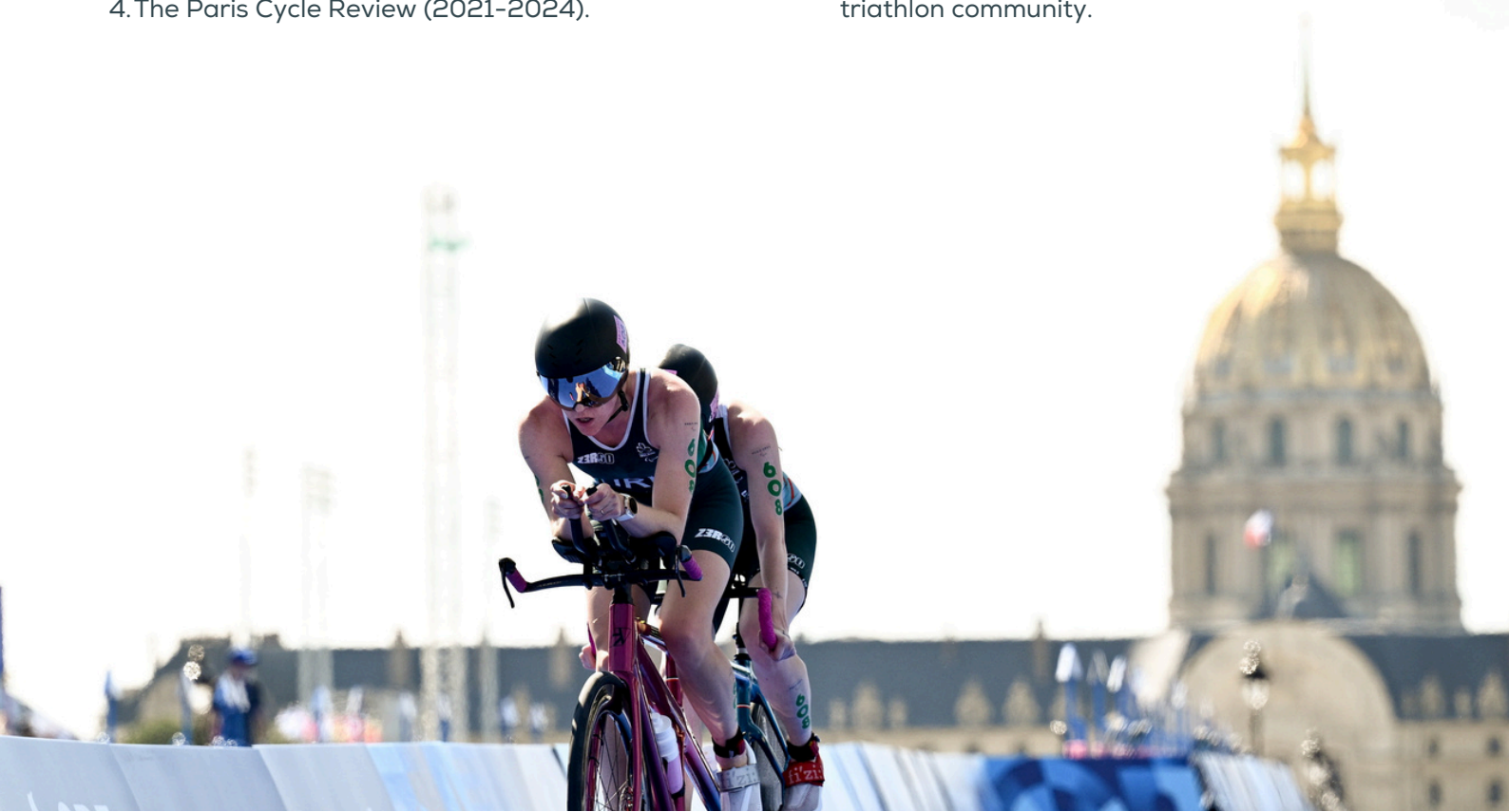
1. The Triathlon Ireland Strategic Plan 2021-2028.
2. The recommendations of the Sport Ireland Tokyo Review from 2021.
3. The Triathlon Ireland Objectives and Key Results (OKRs).
4. The Paris Cycle Review (2021-2024).

Highlights from 2024

Key achievements, milestones, notable successes and initiatives that contributed significantly to organisational goals for HP in 2024 include the following:

HP Organisation and Structure

- Recruitment of two new staff members within the HP team to deliver against strategic objectives; HP Programme Manager Laura Colhoun and National Pathway Coach and Programme Coordinator Chris Price.
- Stabilised HP Team infrastructure with the support of Sport Ireland and Sport NI to support achievement of the strategic objectives.
- The establishment of the National Triathlon Centre (NTC) at the University of Limerick (UL) offers training that influences the Daily Training Environment and provides structure and stability to the pathway; as well as being a focal point for athletes, coaches and the wider triathlon community.



Athlete and Staff Development

Opening of the National Triathlon Centre (NTC) at the University of Limerick.

The NTC opened in September 2024 with the announcement of a strategic partnership between the University of Limerick and Triathlon Ireland. Establishing Ireland's National Triathlon Centre at UL, and a significant development in Irish sport. This partnership marks a crucial milestone in Triathlon Ireland's strategic plan and further strengthens UL's commitment to supporting high-performance student-athletes.

The newly launched National Triathlon Centre at UL will be home to Ireland's most promising triathletes, offering them unparalleled access to world-class facilities, expert coaching, and advanced training programmes.

The university's dedication to supporting elite student-athletes has been recognised with a Sport Ireland Institute Accreditation for student athlete support, a prestigious endorsement of UL's commitment to 'dual career' excellence.

UL has had historical connections with TI and was a training ground for Irish triathlete Dr. Carolyn Hayes, who represented Ireland at the Tokyo 2020 Olympics and former UL sports scholar and triathlete Con Doherty who made history in 2012 as the first Irishman to win a medal at the Junior Triathlon World Championships.

It would be remiss not to mention the role of the late Lynne Algar who shared a vision and a passion to establish a NTC at UL. Lynne sadly passed away on 22nd March 2024 prior to the official opening of the NTC.

Youth and Junior Development

The National Talent ID Programme continued to expand through the Provincial Talent and Testing Days. The Performance Pathway Squad selection criteria was adjusted and 30 athletes were invited onto the Performance Pathway Squads (three National Youth Squad, five National Junior Squad, 22 Horizon Squad) with 29 accepting their space. There was also the creation of a viewing squad for those who did not quite meet the criteria. All athletes that did not make the squads were signposted to other development opportunities within TI and encouraged to remain connected with TI and attend the next Talent ID Days. A summary of the gender breakdown and geographical splits are illustrated in Appendix 1 2024 Squad Details and Results.



Culture

Continue with the One Team Culture embedded and evidenced through our HP Camps, race events, athlete and coach surveys. This continues to be assessed by Sport Ireland through their Culture Review Programme, and continues to be positively reviewed by the Sport Ireland consultant with new identified areas of focus.

Results

For the first time ever, three athletes qualified for the Paralympic Games in Paris, placing 6th, 8th and 12th respectively. Chloe MacCombe and her guide Catherine Sands; and Judith MacCombe and her guide Eimear Nicholls competed in the Women's PTVI Category. Cassie Cava competed in the Women's PTS4 Category.

James Edgar was close to Olympic qualification in the New Flag competition.

The Mixed Team Relay continued to improve their performances and finished 2024 Ranked 27th in the World and improving on a previous ranking of 38.

Triathlon Ireland had one male athlete qualify for the final of the European Youth Championships in Spain; one male athlete qualify for the World Junior Championships in Spain; two senior athletes qualify for the Grand Final in Spain and three paratriathletes qualified for the Grand Final in Spain.

Tom Williamson won a Bronze Medal at the European Paratriathlon Championships in Vichy, France. The first male Paratriathlon Championship Medal. For a full list of results please refer to Appendix 1.

Partnerships

In 2024, progress was also made with regards to strategic partnerships and financial management of the programme. The HP Team continue to solidify relationships and develop new ones with all our key partners and stakeholders both internal and external.



Opportunities for 2025

The 2024 year brought stability to the HP programme with the recruitment of key appointments and confirmation from Sport Ireland that the Tokyo review recommendations were achieved. Next year will take these achievements to the next level of implementation and establishment. There will be consistent focus on driving forward in key areas relating to performance. There is a clear direction of travel in terms of HP organisation and structure; athlete and staff development; and culture. The direction will be cascaded using KPIs that will measure the performance of the HP Programme.

HP Organisation and Structure

- There are opportunities to grow and expand the NTC in Limerick with new athletes joining the scholarship programme.
- The recruitment of a new National Head Coach to embed further stability in the NTC as well as to help develop staff and athletes.
- Review of carding criteria and updates to the squad selection process.
- Launch of data project that has been successfully funded and scoped.
- Opportunities to engage with other third level institutions.

Athlete and Staff Development

- Engaging with the Development Team to understand the current TI coaches collective skill set and enabling coaches to engage with the HP Programme.
- Identify high-potential coaches in the pathway and implement a pilot programme to test effectiveness of new curriculum / support mechanisms, ensuring buy-in.
- Engagement with the Athlete Support Manager at the Federation of Irish Sport to ensure that TI are engaged and at the forefront of any new athlete centric initiatives.
- Further development of the work conducted in the latter part of 2024 with regards to the pathway development. Reviewing the 2024 Talent ID cycle and implementing key learning opportunities to make the 2025 cycle even more effective.

Culture

- The culture initiatives initiated in 2024 will continue, such as the Athlete Representative Forum.
- Surveys from Talent ID days and training camps to be collated and reviewed ahead of planning 2025 events.
- Creating a more cohesive connectedness between HP, coaches and clubs

Appendix 1 2024 Squad Details and Results

2024 National Squad Details

Table 1: Squad Summary 2024

Squad	Male	Female
Elite & u23	6	5
Junior	4	0
Youth	0	2
Development	8	3

Table 2: WT Series and Cup Results 2024 Olympic Programme

Athlete	Achievements
James Edgar	WTCS Hamburg 33rd; WTC Samarkand 23rd; E World Championships 7th, Continental Cups: 3x 1st, 2x 2nd
Erin McConnell	ETC's - 1x 4th, 1x 7th; WTC - 1x 18th
Hollie Elliott	WTC's: 14th, 18th and 24th
Elizabeth Carr	WTC: 19th and 32nd; Continental Cups: 2x 1st, 1x 4th, 1x 5th, 1x 6th and 1x 7th and ETC Premium Cup 14th

Table 3: WT Series and Cup Results 2024 Paralympic Programme

Athlete	Achievements
Tom Williamson	WTPS 6th/5th WTPC 4th/ 3rd/ 2nd/ 3rd/ 3rd
Chloe MacCombe	WTPS 3rd/ 1st/ 3rd WTPC 4th/ 3rd/ 2nd/ 3rd/ 3rd
Judith MacCombe	WTPS 3rd/ 4th WTPC 1st
Donnacha MacCarthy	WTPS 6th WTPC 4th/ 3rd/ 7th/ 2nd

Table 4: Major Championship Results 2024

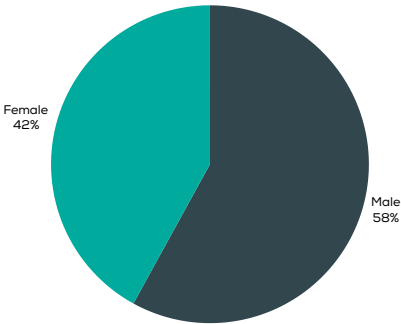
Squad	Event	Male	Female	Results
Elite and u23	European Sprint Championships, Balikesir, Turkey	3	3	4th James Edgar, 39th Russell White, 61st Jonathan Oakey, 38th Erin McConnell, 48th Saoirse O'Brien (u23), 57th Elizabeth Carr, 13th MTR
	European Standard Championships, Vichy, France	2	1	28th Jonathan Oakey, 33rd Russell White, 26th Elizabeth Carr
	Grand Final, Torremolinos Spain		1	44th Elizabeth Carr
Junior	Europe Triathlon Cup, Cork, Ireland	3	2	22nd Ian Manthey, 25th Russell White, 26th Jonathan Oakey, 11th Elizabeth Carr, 19th Erin McConnell
	European Junior Championships, Balikesir, Turkey	3	3	1 MTR
	World Junior Championships, Torremolinos, Spain	1		45th Mathys Bocquet
Youth	Europe Triathlon Junior Cup, Cork, Ireland	4	2	6th Mathys Bocquet, 8th Pearse Gallagher, 11th Archie Bremner, 17th Ethan Doherty, 6th Aimee Carr, 7th Nessa Mangan
	European Youth Championships, Banyoles, Spain	1	3	1 Male Finalist and 1 MTR
Development				
ParaTriathlon	Paralympics		5	Chloe MacCombe and Catherine Sands - 6th, Judith MacCombe and Eimear Nicholls - 8th, Cassie Cava - 12th
	European Standard and ParaTriathlon Championships, Vichy, France	3	4	PTS5 Men, 3rd Tom Williamson, PTVI Men 7th Donnacha MacCarthy and Sean Husband, PTVI Women 4th Judith MacCombe and Eimear Nicholls, 5th Chloe MacCombe and Catherine Sands
	Grand Final, Torremolinos, Spain	3	4	PTS5 Men 5th Tom Williamson, PTVI Men 7th Donnacha MacCarthy and Sean Husband, PTVI Women 4th Judith MacCombe and Eimear Nicholls



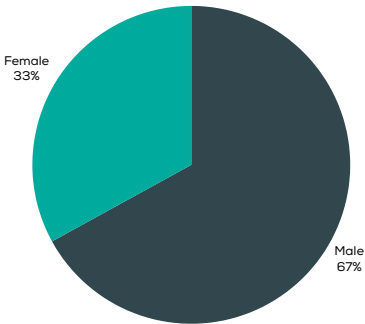


Talent ID 2024 Summary

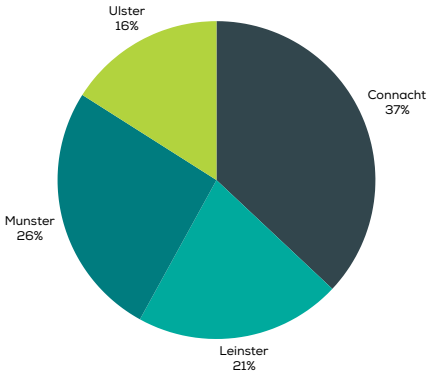
Talent ID Gender Ratio 14 - 15 Years



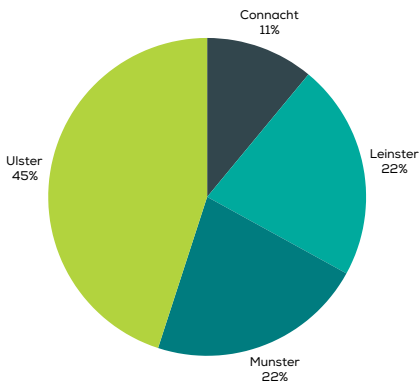
Talend ID Gender Ratio 16 - 18 Years



Provincial Breakdown of Development Squad 14 - 15 Years



Provincial Breakdown of Development Squad 16 - 18 Years



MARKETING, COMMUNICATIONS & SPONSORSHIP

Joanna Doran | Director of Marketing & Partnerships

Eimante Mikneviute | Digital Marketing Executive

Jessica Gilligan | Digital Marketing Executive

Lorna Fox | Outgoing Team Member

Shauna Ryan | Outgoing Team Member

Marketing

The Triathlon Ireland Marketing Team is tasked with delivering best in class campaigns for our stakeholders and partners, supporting Team Ireland, providing coverage of our Triathlon and Duathlon National Series and National Championships, promoting the various programmes nationally; as well as creating and sustaining strategic, innovative partnerships for the organisation.

A key part of the Marcomms Strategy for Triathlon Ireland each year is the campaign to recruit new and recurring memberships. Following a new campaign and rebrand in 2023, the 2024 campaign embedded this approach and developed it further. Another major campaign in 2024 was the promotion and branding of the inaugural Cork City Triathlon, marking the return of international racing to Ireland. The campaign yielded significant results and engagement, exceeding the set KPIs.

Paris 2024 Paralympics

A highlight of the year was undoubtedly covering the action from Paris 2024, where Team Ireland had a record number of athletes qualified in the paratriathlon categories.

Eimante Mikneviute travelled to Paris alongside the TI High Performance team and Paralympics Ireland, and brought our community a unique insight into the 'before, during and after' of the games across our social channels and website. This kind of cross-collaboration across both Federations, and internally with the Triathlon Ireland functions, is central to the success of the marketing effort and coverage. This project is a perfect example of collaboration in action.

Digital Performance

Digital Performance remains a key goal for the team, and is at the centre of almost everything we do. The Triathlon Ireland owned social channels, newsletter strategy and website continue to outperform. Owned channels include Facebook, Instagram, X, YouTube, LinkedIn and TikTok.

Fan engagement is a significant factor to the success of each marketing campaign. Over the 2024 period, the channels saw a significant 21% increase in the reach of posts, and a 4% increase in followers. LinkedIn and TikTok provided the largest growth percentages of the year, with both remaining key to the social strategy moving forward.





2024 Key Statistics & Insights

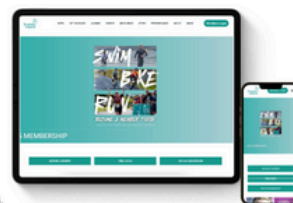


GLOBALLY CONNECTED

88K⁺
WEBSITE USERS

40000⁺
DATABASE

Source: Triathlon Ireland google & email marketing analytics for 2024.



Audience Growth: January 2024 - December 2024

	Followers	Total YOY	% Change
Total Net Audience	69,420	+2,560	+4%
Facebook Audience	35,063	+563	+2%
Instagram Audience	18,435	+2,335	+13%
Twitter Audience	13,100	-300	-2%
YouTube Audience	1,520	+20	+1.3%
LinkedIn Audience	1,927	+727	+38%
Tik Tok Audience	993	+833	+83%

Commercial & Partnerships

We were delighted to welcome AIG Insurance as Triathlon Ireland's Official Club, Community and Diversity Partner in Q4 2024. This partnership sees a significant investment from a top tier supporter of Irish Sport, and we are excited to see what we can achieve together for our clubs and community in the coming years.

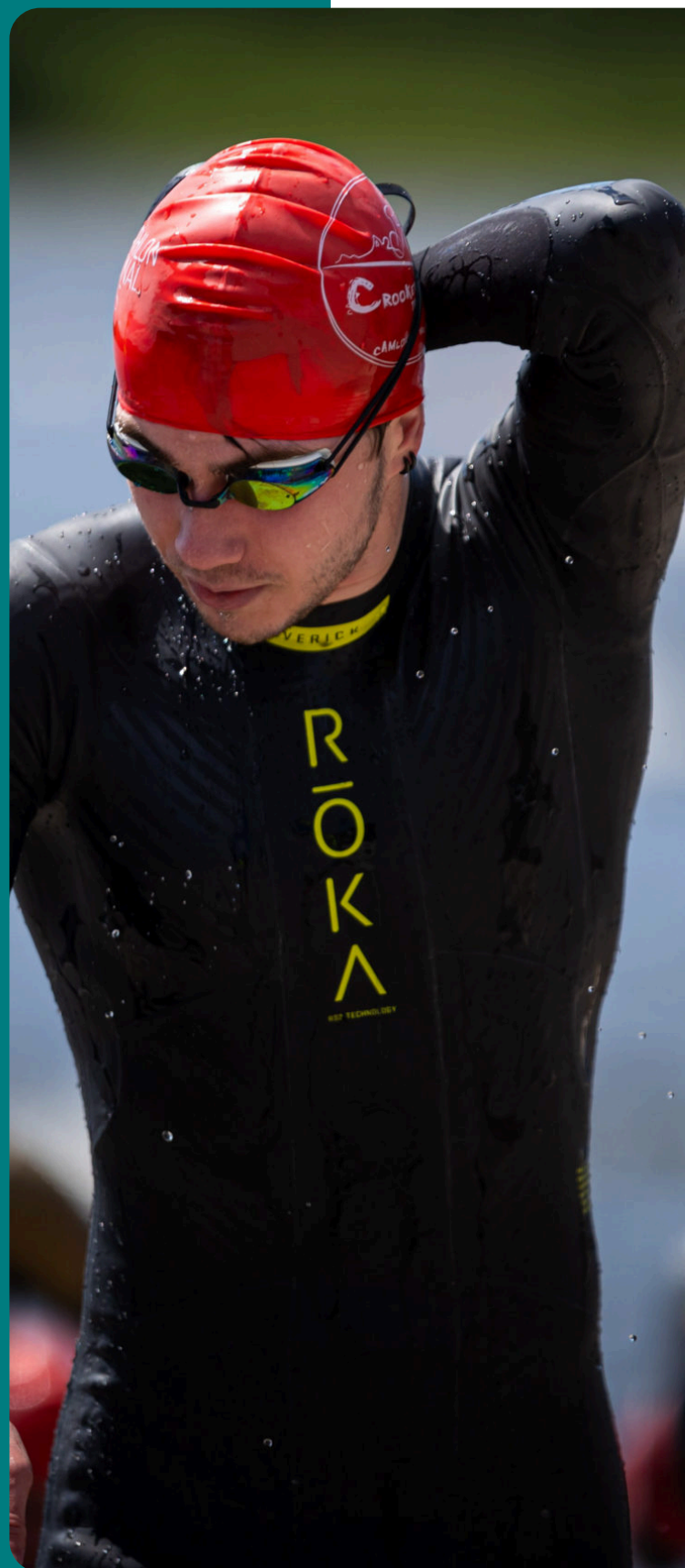
The team is delighted to continue working with partners Bikmo, Tribe, Austral and Cycle Superstore.

A key focus for the team remains filling the remaining availability on the sponsorship portfolio, expanding the commercial functionality of the team. We are excited to begin work with the newly formed Commercial Advisory Group, chaired by TI Independent Director Simon Rudd. This group was established to optimise the commercial offering of the organisation.

Looking Forward

There have been some new and returning additions to the team. Jessica Gilligan joined in Q3 2024 as Digital Marketing Executive, and Joanna Doran rejoined in January 2025 to lead the Marketing and Communications team into the new year. The team are excited to deliver for our community on best in class campaigns, best in class coverage for our events; as well as delivering outstanding, strategic activations for both our current and prospective partners.

As part of TI Media we look forward to delivering the Triathlon and Duathlon National Series 2025. Race coverage so far in 2025 has delivered some of the most engaging posts from the last 12 months, starting the year strong.



SAFEGUARDING

Niamh O’Gorman | Head of Education and Development, National Safeguarding Officer
Mary Crosbie | Development & Safeguarding Administrative Executive

Safeguarding is a priority for Triathlon Ireland and encompasses both legal compliance, the promotion of a child-centred environment and positive experiences for all in our sport. 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.

- **Codes of Conduct:** New codes of conduct have been developed and published which give clear guidance to all cohorts in our sport.
- **Compliance:** Sport NI and Sport Ireland compliance was achieved.
- **Education:** A workshop for new and existing Children's Officers took place with opportunities for Children's Officers to have a 1:1 session with safeguarding staff.
- **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 18s 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.

Safeguarding Highlights

- **Reporting:** A new online reporting system was launched. This will allow anyone to report concerns through an online portal and any trends to be identified.

Challenges with safeguarding include communication and promotion of our policies and procedures to all key stakeholders and ensuring an awareness and understanding of our guidance.



Moving Into 2025

Codes of Conduct

The new documents will provide clear guidance and expectations to everyone involved in our sport and support clubs and events to create safe environments. There will be new posters for use at all events that highlight expected behaviours, whether they are adult or junior events.

Policies

All safeguarding policies will be reviewed and updated where necessary and shared with clubs.

Welfare

We are starting to see a growth in queries regarding adult welfare in clubs and a focus on mental health support for vulnerable members. We will look to support clubs in putting structures in place which safeguard the wellbeing of all members.

Safeguarding remains a priority and our key focus areas for 2025 include: ensuring compliance with legislation and funding bodies and providing support to clubs and events in putting procedures and practices in place as well as reviewing, adapting and developing guidance as our sport evolves.



WOMEN IN SPORT

Eleanor Condon | Women in Sport Lead

In 2024, Triathlon Ireland made significant progress in empowering women across all levels of triathlon. From leadership to participation, coaching, and officiating, we've worked to create more opportunities for women to lead, compete, and grow within the sport.

Through initiatives like the Women in Sport Leadership programme and the Navigating Midlife Wellness programme, as well as continued female representation at the Triathlon Ireland Board and European Triathlon level, we've strengthened female involvement at all stages of triathlon. Additionally, programmes such as HER TRIbe, New2Tri, and the Women's Coaching Network have fostered greater engagement and development for women in the sport.

These achievements reflect Triathlon Ireland's ongoing commitment to creating a more inclusive and supportive environment for women, both on and off the course.

Leadership

Women continue to make substantial progress in leadership roles within triathlon, particularly at the club committee level. As of 2024, women hold 30% of all club chair positions, representing a 10% increase from the previous year. This advancement underscores ongoing efforts to promote gender diversity and enhance female representation in decision-making roles. Notably, initiatives such as the *Making Waves* programme have played a key role in supporting women in the development and strategic planning of their triathlon clubs.

To foster and empower female leaders, Triathlon Ireland introduced the Women in Sport Leadership programme in September 2024, designed for individuals already serving in leadership roles within their clubs. Facilitated by Lisa Clancy and Sarah O'Shea, this comprehensive initiative provided 16 women with advanced leadership training, equipping them with the skills, knowledge, and confidence to excel in leadership positions within the sport.

At Triathlon Ireland Board level, female representation has risen from 44% in 2023 to 56% in 2024, exceeding Sport Ireland's minimum gender target of 40% and surpassing the 48% average for women on boards across the Irish sports sector. Furthermore, women continue to hold key positions across various Triathlon Ireland subcommittees, including the Technical Committee, Governance Committee, High Performance Committee, and Audit Committee.

Triathlon Ireland's influence continues at European level, with two Irish women holding positions on Europe Triathlon boards in 2024. Maxine Strain is a member of the Women's Committee and Anna Grealish is on the Development Committee, further demonstrating strong female leadership within the sport on an international scale.

Participation

Over 50 women engaged in Triathlon Ireland's Navigating Midlife Wellness programme through a combination of Development Officer and Community Coach delivery and grants available from Triathlon Ireland. The Navigating Midlife Wellness programme is an initiative designed to support midlife women in maintaining their health and well-being through triathlon participation.





Building on the success of the 2023 Women's-Only Aquathlon in Omagh, the event was successfully reintroduced, further enhancing opportunities for female participation in triathlon. This initiative led to the addition of a Women's-Only Triathlon as part of the Castle Race Series at Lough Cutra and the establishment of a dedicated Women's Wave at the Cork City Triathlon. These events reflect Triathlon Ireland's strategic commitment to delivering participation-focussed initiatives designed to support and encourage beginners in the sport.

Throughout 2024, two dedicated webinar series were delivered to provide valuable education and support for teenage girls and women in triathlon. In April, the Promoting Period Positivity series featured four focused sessions: Menstrual Health Teenage Workshop, Harnessing Your Menstrual Cycle, Overtraining in Peri- and Post-Menopause, and Training During Pregnancy.

Later in the year, the Mind and Body series took place in November and December, covering Goal Setting & Time Management and The Importance of Strength & Conditioning for the Female Triathlete. These webinars provided valuable insights into key aspects of women's health and athletic performance, engaging over 200 participants and receiving highly positive feedback.

The Triathlon Ireland Women in Sport New2Tri programme was successfully implemented across the island of Ireland in 2024 in collaboration with Local Sports Partnerships and Local Councils. This initiative introduced over 150 women to triathlon, many of whom had little or no prior experience in the sport. Designed to provide a supportive and welcoming environment, the programme not only fostered social connections but also served as a pathway for participants to engage with local triathlon clubs and events, promoting long-term involvement in the sport.

Building on its successful introduction in 2023, Triathlon Ireland's HER TRIbe programme (formerly known as Introduction to Triathlon), inspired by Sport Ireland's HER MOVES initiative, engaged over 60 teenage girls. Through collaboration with Local Sports Partnerships (LSPs) and the provision of club grants, the programme had a successful reach, offering teenage girls valuable opportunities to engage with the sport and its community.

Teen Turbo n' Talk sessions took place throughout November and December, engaging over 20 teenage girls across four weeks. Each session featured an athlete representing various levels of our sport – from age group to elite – highlighting the diverse pathways and opportunities available in racing.

Coach Enabling

The Triathlon Ireland coach developer team currently has four women out of a total 12 Coach Developers delivering across Trileader Course, Level One and Level Two Coaching Courses as well as Open Water Courses and Skills Acquisition Courses. In 2024, three students graduated from the Women's Student Coaching Academy with Student Sport Ireland - two of these have now been recruited as Triathlon Ireland Community Coaches.

Throughout 2024, Triathlon Ireland has recruited Community Coaches to deliver grassroots programmes on its behalf. Of the 25 coaches, 16 are women, reflecting a positive step towards greater gender balance. Ongoing CPD opportunities are available to support coaches in developing their skills and knowledge.

The Women's Coaching Network Day, delivered in collaboration with Athletics Ireland, Cycling Ireland, Rowing Ireland, and Swim Ireland, attracted over 70 attendees, providing an invaluable opportunity for female coaches to network, share experiences, and learn from expert speakers. The event received highly positive feedback, highlighting its impact in supporting the development and visibility of women in coaching across multiple sports.

Technical Officials

In 2024, 12 women were participating in Triathlon Ireland's Technical Official shadowing programme. There are currently 17 women qualified as Local Technical Officials, an increase of six from the 2023 figure. Following the progression of one Technical Official to Level Two, two women are qualified as Level One Technical Officials, marking a significant advancement in the officiating pathway.

Visibility & Enabling

Now in its fifth year, the Triathlon Ireland Advocates Programme engages 12 inspiring women to promote the growth of triathlon at grassroots level, within clubs, and across local communities. Throughout 2024, Triathlon Ireland's marketing team has expanded its image bank, producing high-quality content that showcases the diversity of the membership. A key focus has been the prominent representation of real-life women across all marketing and membership campaigns. Looking ahead to 2025, the Advocates Programme will be relaunched with a recruitment campaign aimed at welcoming new women into the role, further strengthening female visibility and participation within the sport.

Outlook for 2025

Since the launch of the "Beyond the Finish Line" Women in Sport Strategic Plan, Triathlon Ireland has made significant strides in fostering inclusivity, increasing participation, and empowering women across all levels of triathlon. Collaboration with National Governing Bodies, Local Sports Partnerships, and clubs has been central to delivering impactful initiatives focused on coaching, mentoring, and participation. Clubs, in particular, have been crucial in creating welcoming environments for women, helping us achieve our goals of increasing female involvement and leadership within the sport.

Looking to 2025, we will build on these successes, refining programmes to engage disadvantaged communities and broaden the sport's reach. Expanding female participation and leadership development will remain a priority, with targeted campaigns and programmes delivered in partnership with our Advocates, Women's Officers, and clubs. As we prepare for the new "Be Triathlon" Women in Sport Strategic Plan (2025-2028), Triathlon Ireland will continue its commitment to creating an inclusive, empowering environment for women.



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 2024, the priority target groups for Anti-Doping education included:

- Regional Testing Pool Athletes
- Triathlon and Paratriathlon High Performance Team
- Age Group athletes
- Youth Development athletes
- Athlete Support personnel
- 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.

Achievements

- 2024 saw education sessions to the following groups:
 - a. As part of the Olympic and Paralympic Programme, athletes and Athlete Support Personnel on the pathway to or involved in the Games received directly from Sport Ireland.
 - b. All athletes and Athlete Support Personnel within the High Performance programme were required to complete Anti-Doping training as part of their requirements to compete internationally. This education took place via the World Triathlon Anti-Doping Education Platform and WADA ADAEL platforms.
 - c. Youth Development Athletes attended Anti-Doping Awareness Training delivered by Triathlon Ireland.
 - d. International Age Group attending International events - Over 40 Age Group athletes attending World Triathlon Championship Finals in Malaga.
- In 2024, Triathlon Ireland had three staff who are qualified Anti-Doping tutors.
- In Competition Testing;
Five domestic events were tested at, a decrease of one from 2023.

1. Duathlon Sprint Distance National Championships – Phoenix Park 2024 – 3 tests completed
2. Sprint Distance National Championship – Crooked Lake 2024 – 3 tests completed
3. Standard Distance National Championships – Pikeman Triathlon 2024 – 4 tests completed
4. Draft Legal National Championships | Pulse Port Beach Triathlon 2024 – 4 tests completed
5. Europe Triathlon Cup Cork 2024 – 8 tests completed

This represents the same number of tests administered in 2023.

International racing brought the Europe Triathlon Cup and Europe Triathlon Junior Cup to Cork in July 2024. A 'User Pay' testing from Sport Ireland Anti-Doping was present at the request of Triathlon Ireland per requirements from Europe Triathlon for hosting the event.

- Out of Competition Testing;
Thirty eight out of competition tests were administered in 2024, twelve more than 2023.

Outlook

- The WADA eLearning as well as the World Triathlon education modules continue to be used as part of the Triathlon Ireland Clean Sport Education Strategy for Anti-Doping awareness for both athletes and Athlete Support Personnel.
- With the integration of High Performance athlete camps and training weekends, Anti-Doping Education can offer face-to-face group setting workshops.
- The increase in athletes coming through the development pathway will require Anti-Doping Education in 2025 to increase understanding and awareness going forward.
- The increase in number of Age Group athletes representing Tri-Team Ireland will further see the number of Anti-Doping workshops being delivered to this cohort.
- Creating social media campaigns such as "Play True Day" offers great opportunities to create awareness via our social media channels which connect with those who may not have to undertake education workshops regularly.

SUB COMMITTEE REPORTS

TECHNICAL COMMITTEE REPORT

Loren Harnett | Chair

Members | David Power, Karen McGouran, Karl Vekins, Jason Cooke, Marijke Beltman

Justine Keohane | Board Liaison

The role of Technical Officials (TOs) is fundamental to maintaining fair, safe, and high-quality racing standards across all levels of competition. In 2024, the Technical Officials Programme continued to grow and evolve, with a strong emphasis on education, international appointments, and strengthening the officiating pathway. Key achievements include successful Local Technical Official (LTO) and National Technical Official (NTO) courses, increased international appointments, and well-received webinar series.

The Technical Committee provided essential support, overseeing policy updates, officiating education, and the Race Organiser/Technical Official Networking Day.

This report highlights key successes, challenges, and future opportunities in growing and strengthening our officiating community.

Highlights from 2024

- LTO course run in April 2024.
- NTO course run in January 2024.
- International Appointments.
 - 40 successful applications to officiate internationally by 23 officials at 23 different events.
 - Hugh McAtamney appointed as Technical Delegate for the 2024 World Triathlon Age-Group Championships Malaga.
 - 20 Triathlon Ireland Technical Officials attended the Europe Triathlon Cork Event (7 of which used this event to complete their international requirement for their World Triathlon Level 1 qualification).
- Successfully hosted the Race organiser/Technical Official education and networking day. The event was met with great enthusiasm and attracted 34 attendees - 5 staff members attended and 3 non-staff speakers. We received positive feedback from both attendees and speakers and we look forward to building the event in the coming years.

- The Technical Committee underwent significant changes in 2024, with Jason Cooke and Karl Vekins joining the committee, and Aoife McEvoy, Robert Duggan, and Ian Haseldine departing. During this period, the committee played a key role by offering support through various resources, including the Triathlon Ireland Derogation List 2024, Serious Incident Protocol, updated Event Management Plan, Medical Policy, and others. They also provided guidance and support with TO education and CPD, and technical queries from events, staff, and members.
- In early 2024, a six part educational webinar series on open water was offered to all TOs, ROs, and other volunteers. The series was run in collaboration with the RLNI and RLSS and received positive feedback from attendees.
- A six part educational webinar series for TOs was also run in mid-2024. Webinar topics included Competition Rule updates, protest and appeals policy, and motorcycle officials. Overall feedback was very positive and the series has been requested to return, despite low attendance for a couple of sessions.

Geographical Spread of Technical Officials 2024	
Province	Number of Officials
Munster	22
Connacht	10
Leinster	35
Ulster	23 (19 in NI)

Opportunities for 2025

Initiation of a centralised online platform will be developed to streamline technical official appointments, automate notifications, and reduce administrative burden. This change will allow a more consistent and impartial approach to allocations as well as improve accountability. Full transition to the online platform is expected for the 2026 season.

Exploring the transition of the LTO course to a continuous intake model, allowing participants to enroll at any time and begin the theory portion at their own pace. To support this, we aim to offer multiple live sessions throughout the year, providing greater flexibility for participants to select a session that best fits their schedule. Will investigate interviewing and training new instructors to support the additional live sessions.

As part of our efforts to grow and strengthen the Technical Official programme, we will be collaborating with the marketing team in 2025 to develop a targeted recruitment strategy and campaign. This initiative will focus on raising awareness, attracting new officials, and promoting the benefits of involvement. By leveraging digital platforms, social media, promotional materials, and updating our website, we aim to engage a wider audience and encourage long-term participation. By showcasing the programme's opportunities for skill development and community engagement, we aim to build a strong and sustainable pipeline of officials for the future.

Technical Officials and Race Organisers Summit; the Race organiser/Technical Official education and networking day, will return in April of 2025 bringing together those who work behind the scenes to ensure races run smoothly.

Strategy Alignment

The increase in female technical officials from 25 in 2023 to 31 in 2024 reflects our continued commitment to Women in Sport initiatives, such as providing funding to attend international courses and events.

A 15.5% growth in the overall number of officials has enhanced our capacity to provide robust support for events nationwide. Notably, a 200% rise in the number of Level 2 officials ensures higher-quality officiating, contributing to the delivery of exceptional events.



AUDIT COMMITTEE REPORT

Karen Lewis | Chair

Members | **Mairead Gallagher, Christine Mentz** (Independent)

Purpose

The primary role of the Audit Committee is to ensure that the organisation's financial reporting processes are robust and reliable. It provides an additional layer of financial control, working in an advisory capacity rather than a supervisory role. The Committee reviews internal controls, the audit function, and ensures that proper procedures are followed.

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Activities of the Audit & Risk Committee

1. Meetings:

The Committee convened three times over the year, with the CEO and Financial Controller attending as appropriate for relevant discussions.

2. Onsite Visit:

The Chair of the Committee spent a day onsite with the Financial Controller to review the organisation's processes and procedures. Following this visit, the Chair assured the Board that all necessary procedures were in place and functioning correctly.

3. External Auditor Engagement:

In the most recent meeting, the newly appointed External Auditors attended to provide a detailed walkthrough of the year-end financial statements. Following their presentation, the Committee was able to recommend the approval of these statements to the Board.

3. Review of Reserves Policy:

The Committee reviewed the organisation's Reserves Policy, providing comprehensive input. The policy was then recommended for approval to the Board.

4. Terms of Reference Review:

The Audit Committee conducted a review of its own Terms of Reference to ensure they remain effective and aligned with current practices. The revised Terms of Reference were submitted to the Governance Committee for inclusion in the overall review of the Board's subcommittees' terms.

Reporting to the Board

The Chair of the Audit Committee provided regular updates to the Board on the Committee's activities and shared insights on the financial reports at each Board meeting.





GOVERNANCE COMMITTEE REPORT

Greta Hickey | Chair

Members | Pamela Bastable, Ciaran Johnson, Joanne Kennedy, 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.

The committee is chaired by Independent Board Member, Greta Hickey, and also includes four committee members.

Highlights from 2024

The committee considered which constitutional changes were needed in relation to the composition of the board, with the aim of enhancing the board, and of being supportive of the executive team.

Motions to change articles 45, 46, 49 and 61 were proposed to the board, and accepted by the board to be put to stakeholders at the 2024 Triathlon Ireland AGM.

These motions were voted on by stakeholders at the AGM, and were approved. This created the opportunity to develop and strengthen the board, and to support the growth of the organisation.

The vacancy on the committee arising from the change in the chair of the committee was advertised and filled.

As a result of the board composition constitutional change agreed at the AGM, the position of an additional Independent Director was advertised. Very strong applications were received and following a detailed interview process managed by the Governance Committee, a preferred candidate with commercial experience (following a skill set review of current board members) was submitted to, and approved by, the board. This new Independent Director, Simon Rudd, joined the board for the final quarter of 2024.

An external governance audit, requested by the executive team, was conducted by KOSI. The findings were reviewed by the Governance Committee, and not deemed to have any serious impact on the organisation from a governance perspective. At the time of writing, the executive team are finalising the implementation of all KOSI recommendations.

Challenges

The committee is made up of volunteers, all of whom have other full-time jobs / commitments. It is a challenge at times, to get everyone available at the same time, for the committee to get full participation to be able complete its remit. This is mitigated as much as possible, by confirming meeting dates and times at the start of each year.

The time commitment given by Governance committee members is exceptional, and without this, we would not have the strength of discussion and the resulting outcomes that we have.

With the growth of the importance of governance to national sporting bodies, it may be necessary in the future for Sport Ireland to consider how best these governance needs can be supported.

Opportunities for 2025

With the growth of the organisation, there will be opportunities to consider how best the Governance committee can assist both the board and the executive team in managing this growth using best governance practices.

Strategy Alignment

The committee's work plan is aligned with the strategic vision of the organisation and looks at how best to ensure good governance is considered within the strategic framework.

Key Metrics and Outcomes

The committee meets regularly in line with the committee Terms of Reference (TOR) and agrees a work plan at the beginning of each year.

This work plan is reviewed throughout the year, to check on adherence and resulting outcomes, and to consider any new actions coming from either the executive team or board discussions, that need to be added.

The main outcome of the committee is to ensure the board and executive team are supported in all governance aspects, including adherence to the Governance Code for Sport, on which the Sport Ireland funding to Triathlon Ireland is based.



APPENDICES

Triathlon Ireland Constitution
2024 AGM Minutes
Board Directors Register Attendance
Financial Statements for 2024

