



Member Summary of Triathlon Ireland Board Meeting Two

March 2025

Our Vision

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

Introduction

The Triathlon Ireland Board met virtually on March 27, 2025. The meeting covered strategic planning, governance reviews, high performance challenges, and the impact of ongoing developments on the 2025 season.

Executive Summary

Key Discussions and Decisions

- Governance and Committee Oversight
 - The Board discussed the need to review the High Performance Committee's membership and effectiveness following concerns about inactivity and unclear KPIs.
 - A Board Performance Management Review was completed, with all recommendations formally approved.
 - Risk, procurement, and reserves policies were updated, and new governance policies adopted.
- Executive and Operational Updates
 - A major unsanctioned event (Lough Cutra) was discussed, with risks around insurance and safeguarding flagged.
Membership auto-renewal uptake reached 67%, and a new €50k sponsorship deal with Accounts IQ was secured.
 - Triathlon Ireland retained its 4-year high-performance funding despite missing Olympic targets.
- Finance
 - Financials are currently on track, with Women in Sport (WIS) funding due and employment classification for coaches flagged as a pending issue.

Strategic Initiatives

- Europe Triathlon and International Representation
 - Triathlon Ireland board and staff were appointed to key positions in Europe Triathlon committees.
 - Internal alignment on international representation was suggested, including the creation of a communication channel.
- Objectives and Key Results (OKRs)
 - The Board reviewed a draft OKR framework covering membership growth, international event bidding for 2026, and development of a National Triathlon Centre including possible expansion to Northern Ireland.
- High Performance Strategy
 - Emphasis was placed on building a compelling narrative to sustain future HP funding, particularly in light of stakeholder expectations.
 - Draft legal racing formats to support HP athlete development are under review.

- Crisis and Legal Management
 - The finalisation of the Grant Thornton report was discussed

The Board remains focused on growth, operational integrity, and building strong national and international partnerships. Updates on strategy and key decisions will be shared as initiatives progress.

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