




Triathlon
Ireland

ANNUAL REPORT

2025

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1. OUR VISION

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

2. OUR MISSION

To deliver a sport that:

- Is vibrant and attractive to all;
- Runs brilliant events that capture people's imaginations;
- Innovates to grow;
- Delivers international success;
- Gets the nation moving.

3. OUR IMPACT 2025

200 triathlon & multisport events delivered nationwide

9,817 Triathlon Ireland Members

3,000 students reached via the Tri Heroes Schools Programme

33%↑ number of athletes within the High Performance Pathway

13 Women in Sport Advocates in the New Programme

16 Triathlon National Series Events

3,000+ participants engaged through community programmes

1 Draft Legal Sprint **CHAMPIONSHIPS** at Two Provinces Lanesboro

9 Duathlon National Series Events

16th World Mixed Team Relay Ranking

18 officials represented Triathlon Ireland at World & European competitions

500 officiating appointments supported across the season

1 successful bid secured for Europe Triathlon Cup City of Derry

2,600 Juniors supported across youth pathways

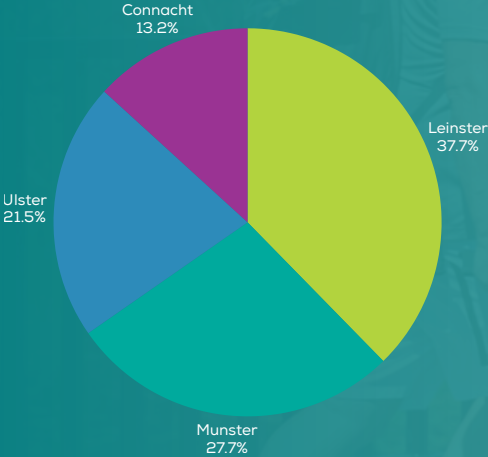
5,900 Triathlon Ireland One-Day Memberships

6 View across Instagram & Facebook
MILLION

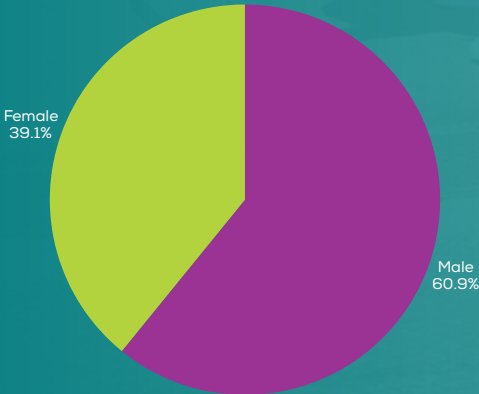
14 athletes training at the National Triathlon Centre UL

MEMBERSHIP DATA 2025

Membership by Region



Gender Distribution



TOTAL MEMBERS
9,817

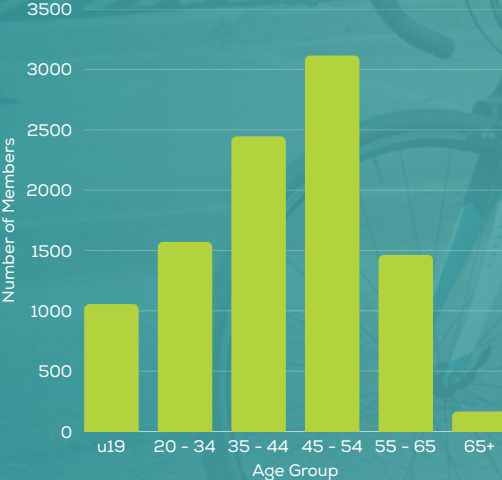
GENDER DISTRIBUTION
Male: 5,975 (61%)
Female: 3,842(39%)

CLUB MEMBERSHIP (ALL AGES)
Club Members: 8,377 (85.3%)
Non-Club Members: 1,440 (14.7%)

UNDER 18 CLUB MEMBERSHIP
Club Members: 2127 (89.3%)
Non-Club Members: 256 (10.7%)

TRI HEROES
Junior Male: 1629
Junior Female: 1478

Age Group Distribution



OUR SOCIAL CHANNELS

Social media metrics saw significant growth in 2025, driven by our marketing team.



73,500⁺ FANS

6M+ VIEWS *

IG VIEWS ↑
1.8^M

FB VIEWS ↑ BY
21.3 %

IG NEW FANS ↑
2.8^K

FB VISITS ↑
103.2^K

IG VISITS ↑ BY
10 %

Source: Triathlon Ireland Social Media Analytics. 1 January - 31 December 2025

*Meta Views Jan - Dec 2025

4. INTRODUCTION

Darren Coombes
Chief Executive Officer

As we reflect on 2025, it is clear that Triathlon Ireland continues to move forward with strong momentum across all areas of the sport.

There are a number of highlights that stand out, and I will touch on some of those here, with more detail provided throughout the report.

This year, we saw an expansion of our development team driving front end service to clubs, alongside an expansion of our events calendar and further progress within our High Performance system. We also undertook a mid-cycle review of our strategy, which has helped to bring greater clarity and focus to our work as we move into the next phase of delivery. We added new commercial partners in AccountsIQ, which in turn powered our new ranking system and allowed us tell the story of what were thrilling Duathlon and Triathlon National Series seasons. Triathlon in Ireland continues to grow, but just as importantly, we are building a stronger and more sustainable structure around that growth.

Strengthening Our Community - Participation & Membership

Our community remains the foundation of the sport, and in 2025 we continued to see positive trends in both participation and engagement.

Membership levels have remained strong, although growth has started to plateau. We are the envy of many National federations with the strength of our club network, with globally leading % of members attached to clubs. Our clubs remain at the heart of triathlon in Ireland and are fundamental to the continued growth and development of the sport. They provide the primary entry point for many participants, support athletes across all stages of their journey, and play a central role in the delivery of events nationwide.



The strength of our club network is a key driver of both participation and community engagement, and it underpins the quality and sustainability of our events programme. As we look ahead, continued investment in and support for our clubs will be essential to ensuring the long-term growth and success of triathlon across the country.

Participation programmes have expanded further into communities, with a particular focus on creating accessible pathways for new entrants. The scale of engagement across youth and community initiatives is encouraging, and we are seeing more people from diverse groups experience triathlon for the first time. Supported significantly by Sport Ireland and Sport NI, we have invested in staffing on the Development side led by Niamh O’Gorman, and Development is now the biggest department in the organisation - positioning us to grow the sport over the second half of our current Strategic Plan cycle

Our Club, Community and Diversity Partner AIG’s support throughout the year, and in particular surrounding the Youth Series, backs up our work in this area. The 2026 season sees a further expansion of the Youth Series, however we do still need more events and more regional diversity. We are massively grateful for these events, and would ask our clubs in areas underserved by youth races to talk to us - there are great opportunities here for both races and clubs to grow and build legacy.

The challenge now is to build on this progress and ensure that those entering the sport remain engaged over the long term, a key focus as we move forward.

Events - Growth and Opportunity

Our events programme continues to grow in both scale and quality.

In 2025, our community, supported by staff, Technical Officials and an amazing set of volunteers, delivered over 200 sanctioned events nationwide, providing a broad range of opportunities for athletes of all levels. The continued development of our Triathlon and Duathlon National Series, alongside the National Championships remains a priority, as does improving accessibility and experience for participants.

The introduction of our partnership with My Tri Ranking, and the concept of “Race Anyone, Anywhere”, has been really embraced by the community. This initiative has been funded by Sport Ireland and is also powered by our Finance and Insights partner AccountsIQ.

Year Two of this partnership will see the introduction of the Triathlon Club Community League that will sit alongside the Triathlon National Series and opens up the door to more athletes and more clubs to participate in an innovative triathlon league system, featuring a unique age equalisation approach as one of the pillars. We think this will create more race entries and more engagement between clubs, and a new challenge for athletes to take on and measure their own progress, and that of their club.

A really significant milestone for the organisation is the successful bid to host the Europe Triathlon Cup City of Derry. Massive kudos to the team in Northwest Triathlon Club - this is an important step in our ambition to bring more international racing to Ireland and reflects the progress we are making as an event partner at this level. This is an event steeped in history, and I couldn’t be happier to see it back on the domestic and international calendar.

We will continue to work closely with clubs and race organisers to strengthen the events calendar and support sustainable growth.

High Performance - Building the Pathway

Our High Performance programme continues to develop, with Olympic Qualification opening in May.

The National Triathlon Centre in the University of Limerick is now firmly established and is becoming a key part of our performance system. It provides a centralised environment to support athlete development and long-term progression.

The Paralympic Programme exceeded targets in 2025 - achieving an impressive nine podiums across the season, including two European Championship bronze medals for Tom Williamson in the men's PTS5 category and Judith MacCombe alongside guide Eimear Nicholls in the women's PTVI.

We are also seeing growth within the pathway, with an increase in the number of athletes engaged and improvements in international performance indicators, including our Mixed Team Relay ranking.

While there is still significant work to do, the direction of travel is positive, and we are building a system that can support sustained success. We have had significant change across the staff team, and I'd like to recognise the work of our former Performance Director Gordon Crawford, and welcome the vastly experienced Gary Ryan into the role - Gary has hit the ground running and I am confident we have a bright future ahead as we progress through the LA cycle.

Marketing & Commercial - Building Visibility

The visibility of our sport continues to improve, supported by strong work across our marketing function.

Digital reach continues to grow, and we are connecting with new audiences through a more targeted and consistent approach. This is an important area for the organisation as we look to expand participation and build a stronger profile for the sport.

Commercially, serving current partners and building new partnerships remains a key area of focus. We have made strong progress in recent years, and are incredibly grateful for the support of all of our partners. There is still opportunity to build further on our partnerships and develop a more sustainable commercial model to support long-term growth - this is a key objective over the second half of our strategic plan. We would welcome the support and connection of our community on this - any investment in the sport ultimately is spent on the development of the sport and we would be delighted to speak to potential partners on how we can add value to their business.

Governance & Organisation - Strengthening the Foundations

We have continued to strengthen the organisation internally, with improvements across governance, systems and operational delivery. We have just completed the Sport Ireland commissioned KOSI Governance Audit - a thorough and independent verification of our governance and financial management - only minor recommendations were made here and all recommendations have been implemented successfully.

The mid-cycle strategy review was an important piece of work in this regard. It has allowed us to refine our priorities, improve how we measure success, and ensure greater alignment across the organisation.

As the sport grows, so too does the complexity of what we manage. It is important that we continue to evolve our structures and processes to support that growth. We are required to be compliant with an ever developing Governance Code for Sport - this is resource heavy, but ultimately provides assurances to the membership that the sport is in a foundationally strong place.



Financial Position

Triathlon Ireland remains in a stable financial position, supported by strong revenue performance and prudent financial management. We continue to balance investment in key strategic areas with the need to build reserves and ensure long-term sustainability. This will remain a key focus as we move forward. We were delighted to again receive a full clean audit from OSK, and thanks to Eric Harmon our Financial Controller and his team for all of their work here, supported by a dedicated Audit Committee led by Finance Director Karen Lewis.

Following my update in the 2024 Annual Report, it is important to provide a further update on ongoing proceedings in relation to the tragic events at Ironman Youghal 2023.

The Grant Thornton review has concluded; however, we have not been in a position to publish the report at this time. The Board continues to consider the appropriate next steps in this context.

The Coroner's Inquest has not yet fully concluded. Triathlon Ireland has attended all sessions to date and will continue to attend and cooperate fully as the Inquest progresses.

Triathlon Ireland remains focused on fully co-operating with all authorities in relation to this matter.

Looking Ahead

As we move into 2026, there are a number of clear priorities.

The delivery of the Europe Triathlon Cup City of Derry will be a major focus and an important opportunity for the sport across performance, participation and awareness.

We will continue to invest in participation and club development, with a particular emphasis on long-term engagement.

High Performance will move into its next phase, with further development of our structures and pathways alongside qualification opening for LA28. We have athletes who are dreaming and sacrificing a huge amount to chase the Olympic and Paralympic dream - we need to build a strong set of performance supports around them and enable performance at the highest level of the sport.

And commercially, we will look to take a step forward in building partnerships that can support the continued growth of the organisation.

Conclusion

2025 has been a year of solid progress across the organisation.

We have:

- Continued to grow participation and membership
- Expanded and strengthened our events calendar
- Developed our High Performance system
- Strengthened our organisational structures
- Maintained a stable financial position

There is a strong platform in place.

I would like to thank our members, clubs, athletes, volunteers and partners for their continued support. The strength of our sport comes from this collective effort. We are unique in the global triathlon ecosystem - no other Federation is driven to the extent we are by clubs, club races and volunteer effort. We are all the guardians of this model, and that is a responsibility myself and your staff team take extremely seriously.

Finally, I would also like to acknowledge the staff team. Their commitment, professionalism and ability to deliver across a wide range of areas continues to be a key strength of the organisation. There is no doubt that the sector is under significant scrutiny and rightly so as the recipient of public funding. I am confident that you have a team in place that excels, and that is agile and innovative to deliver enhanced services to our community in 2026 and beyond.

5. MID-CYCLE STRATEGY REVIEW

Strengthening Our Impact

In 2025, Triathlon Ireland undertook a comprehensive mid-cycle review to assess progress against our current strategic plan and ensure continued alignment with the evolving needs of our members, stakeholders, and the wider sporting landscape. This process included a detailed performance review, staff and board surveys, strategic workshops, and targeted stakeholder consultations across the triathlon community.

The review has resulted in a refreshed strategy that sharpens priorities, strengthens performance targets, and reinforces our ambition to grow participation, support clubs, and deliver excellence across all levels of the sport.

Key Strategic Enhancements

Stronger Focus on Measurable Outcomes: Clearer, quantifiable indicators - including youth retention, member satisfaction, and membership growth - will strengthen accountability and enable more effective tracking of impact.

Expanded Youth Development Pathway: Enhanced youth structures, including quality-marked clubs, regional hubs, and strengthened school and community programmes, provide a more robust and scalable participation pathway.

Enhanced Participation Models: New frameworks such as a Club-led/Hybrid Commercial Model and Regional Festival Model will broaden access, support clubs, and encourage lifelong engagement in the sport.

More Ambitious Events Strategy: Plans to deliver Europe Triathlon Cup events between 2026 and 2028, alongside the continued growth of national festivals and exploration of broadcast opportunities, represent a significant step forward in ambition and visibility.

Strengthened High Performance System: Investment in Talent Identification, coaching networks, and digital tools will further strengthen a sustainable, world-class high-performance pathway.

Supporting Clubs and Members: A renewed focus on retention, enhanced development officer support, and improved digital member services will help sustain strong, healthy clubs at the heart of our community.

Embedding Diversity, Inclusion and Sustainability: Clearer inclusion pathways, leadership initiatives, and the introduction of a Sustainability Charter and green accreditation framework position these priorities at the centre of our work.

Organisational Resilience and Governance: Enhanced governance practices, strengthened commercial approaches, balanced financial planning, and a phased digital transformation programme will support long-term organisational sustainability.

This updated strategy positions Triathlon Ireland to deliver stronger participation growth, enhanced performance outcomes, and a more inclusive and sustainable future for the sport.

VIEW THE
TRIATHLON IRELAND
STRATEGIC PLAN
2021 - 2028



STRATEGIC PILLARS

The Triathlon Ireland Strategic Plan is built on eight pillars:

YOUTH DEVELOPMENT

Strategic Objective: Build a sustainable, high-quality youth pathway.

MASS PARTICIPATION

Strategic Objective: Transform triathlon into a mainstream and accessible Irish sport.

BRILLIANT EVENTS

Strategic Objective: Deliver outstanding national and international events that showcase triathlon.

EQUALITY, DIVERSITY & INCLUSION

Strategic Objective: Open triathlon to be more diverse and inclusive, ensuring opportunities for participation, leadership and engagement across all communities.

HIGH PERFORMANCE

Strategic Objective: Deliver consistent international success through a strong high-performance pathway.

CLUBS & MEMBERS

Strategic Objective: Build sustainable, thriving clubs and prioritise member retention.

ORGANISATIONAL STRENGTH

Strategic Objective: Deliver strong governance, workforce capability and effective partnerships.

SUSTAINABILITY

Strategic Objective: Embed sustainability across all aspects of triathlon as a sport and organisation.

6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

YOUTH DEVELOPMENT

Strategic Objective: Build a sustainable, high-quality youth pathway.

Youth development remained a central focus in 2025, with programmes designed to both retain young athletes already involved in the sport and broaden participation among new and underrepresented groups. Triathlon Ireland worked closely with clubs, schools and community partners to create inclusive opportunities for young people to experience triathlon in a fun and supportive environment.

Across the year, over 2,600 juniors participated in Triathlon Ireland programmes, including junior camps, inclusion initiatives, taster sessions, training hubs and splash & dash events. In addition, 3,000 students engaged in the Tri Heroes schools programme, strengthening the connection between schools and local clubs.

Clubs played a key role in programme delivery, particularly through the development of interclub initiatives, where clubs pooled resources and hosted junior sessions together with support from Triathlon Ireland. This model successfully encouraged collaboration between clubs while creating engaging opportunities for young athletes to develop their skills and build connections within the sport.

2025 also marked the fifth year of the Triathlon Ireland Youth Series supported by AIG, which continues to provide young athletes with high-quality racing opportunities across the country. The series is delivered through the commitment and collaboration of clubs and race organisers who host events throughout the season, and Triathlon Ireland would like to extend its thanks to all clubs and organisers who supported the delivery of these events.

Looking ahead, we are delighted to see continued growth in youth racing, with a 20% increase in Youth Series supported by AIG events planned for the 2026 calendar, providing even more opportunities for young athletes to compete and develop within the sport.

The achievements of youth athletes were celebrated at the 2025 Youth Series Awards, hosted in March 2026 at the National Triathlon Centre in the University of Limerick, recognising the outstanding performances and commitment of young athletes who participated throughout the series.

Youth leadership also strengthened during the year with 13 junior members joining the Triathlon Ireland Youth Commission, ensuring the voice of young athletes continues to shape the development of the sport.

Priorities for 2026

- Develop and implement tools to support junior clubs in growing participation and strengthening progression pathways.
- Expand the interclub model to additional junior clubs nationwide.
- Develop and pilot a teen-specific participation programme to support retention during the transition from youth to adult participation.

HEAR FROM OUR COMMUNITY...



**NELL MARSHALL,
YOUTH COMMISSION MEMBER
SOUTH COAST TRIATHLON CLUB**

What keeps you motivated?

"On certain days it's a goal, like staying relaxed in events that I am aiming towards, or an athlete that I wish to be like. On other days it's very hard to be motivated. I like having training plans but I can get bored of the routine. The thing that motivates me most is having friends to train with. It makes training so much more enjoyable and fun. I believe it is so important for me to have friends in whatever sport I do as it motivates me to keep going."

What advice would you give to someone just starting out?

"It is a hard sport, sometimes you won't want to train, you will be tired. Some races won't go to plan, but that's okay, everyone has bad days. You will meet new people, travel the country and make new memories. Triathlon is an amazing sport and you are so lucky to be experiencing it for the first time. Work hard and have fun."

6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

MASS PARTICIPATION

Strategic Objective: Transform triathlon into a mainstream and accessible Irish sport.

Triathlon Ireland continued to prioritise accessibility and inclusion in 2025, delivering programmes that introduce the sport to new audiences while creating sustainable pathways for continued participation.

More than 3,000 participants engaged in Triathlon Ireland development programmes, including community programmes, New to Tri initiatives, social hubs, taster sessions and interclub activities. These programmes are designed to provide entry points into the sport while supporting long-term engagement through clubs and events.

A particular focus was reaching individuals who may not traditionally have access to triathlon. Over 500 participants from under-served or hard-to-reach groups directly engaged in programmes delivered through community partnerships and local initiatives.

Partnerships played a critical role in expanding participation opportunities. Triathlon Ireland worked with eight Local Sports Partnerships, three district councils, and organisations including Special Olympics Ireland, the Irish Wheelchair Association, Athletics Ireland, Cycling Ireland, Rowing Ireland, Squash Ireland, Swim Ireland and Vision Sports Ireland to deliver inclusive and accessible programmes nationwide.

Innovative initiatives also supported growth, including social hubs, low-cost participation programmes and the Mum and Baby social duathlon programme, which created a supportive environment for new mothers returning to sport.

The introduction of the Activator coaching programme further strengthened community delivery capacity by enabling instructors within councils and sports partnerships to deliver triathlon programmes locally.

Priorities for 2026

- Continue expanding accessible opportunities for people to experience triathlon across communities nationwide.
- Strengthen sustainable pathways from development programmes into clubs, social hubs and events.
- Build on existing partnerships and develop new collaborations with Local Sports Partnerships and local authorities.



BRILLIANT EVENTS

Strategic Objective: Deliver outstanding national and international events that showcase triathlon.

Triathlon Ireland's events programme continued to grow and strengthen in 2025. The organisation supported the delivery of over 200 events nationwide, bringing triathlon into communities across Ireland through the dedication of host clubs and commercial race organisers. These events form the backbone of the sport's participation and competition structure, providing opportunities for athletes of all levels to engage in triathlon.

Triathlon Ireland National Series appointed races increased in participation by 27%, reflecting strong athlete engagement and the continued development of the domestic race calendar. The Duathlon National Series and Triathlon National Series were promoted throughout the season by the Triathlon Ireland marketing team, helping to increase visibility and awareness of the sport and providing greater exposure for races, athletes and organisers. This also included event activation, photography and reporting for all series events. Triathlon Ireland Social Channel metrics from across the season increased year on year, with Instagram views reaching 1 million across a 30 day period in July.

A highlight of the racing calendar was the Draft-Legal and Sprint National Championships, hosted by Lanesboro Triathlon Club in July. This event is the only draft-legal triathlon race in Ireland, providing an important competition opportunity for high performance and developing athletes. The event hosted a Triathlon National Series race and was recognised for its exceptional organisation and athlete experience, winning Race of the Year at the Triathlon Ireland Awards.

A key focus during the year was supporting race organisers to deliver safe and professionally managed events. To support organisers on the ground, Triathlon Ireland implemented a new Event Incident Protocol and Medical Guidelines framework, providing clear procedures and best-practice guidance to assist organisers and officials in delivering events as safely as possible.

6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

BRILLIANT EVENTS continued...

The development of the technical officiating workforce also progressed during the year. Triathlon Ireland delivered a World Triathlon Level 1 Technical Officials course, facilitated by World Triathlon educator Hugh MacAtamney, further strengthening the expertise and international pathway for Irish technical officials.

Ireland's international events calendar also received a significant boost. In 2025, Triathlon Ireland successfully bid to Europe Triathlon and was awarded both the Europe Triathlon Cup and the Europe Triathlon Junior Cup, which will take place at the City of Derry event in 2026. The organisation looks forward to welcoming athletes from across Europe and beyond.

Priorities for 2026

- Successfully deliver the Europe Triathlon Cup and Europe Triathlon Junior Cup City of Derry.
- Develop a Club League across sanctioned Triathlon Ireland events to increase club engagement in racing.



EQUALITY, DIVERSITY & INCLUSION

Strategic Objective: Open triathlon to be more diverse and inclusive, ensuring opportunities for participation, leadership and engagement across all communities.

Equality, Diversity and Inclusion (EDI) remained a key priority for Triathlon Ireland in 2025, with a focus on creating accessible entry points into the sport for individuals and communities who may traditionally face barriers to participation. Programme delivery prioritised community engagement, inclusive participation opportunities and the development of partnerships with organisations supporting underrepresented groups.

In 2025, approximately 500 participants engaged directly in Triathlon Ireland EDI programmes, with many more introduced to the sport through initiatives such as Sports Ability Days and the PE Expo. Programmes included New to Tri initiatives, Come and Try sessions, taster programmes, training weekends, summer camps and education workshops, designed to introduce triathlon in an accessible and supportive environment. These initiatives engaged a diverse range of communities including individuals with intellectual and physical disabilities, migrant communities, women from the Traveller Community, Sporting Pride groups, Mum and Baby groups and communities in areas where triathlon had not previously been accessible.

A dedicated Community Programme Coordinator was recruited to support the expansion of EDI initiatives and strengthen community partnerships. Collaboration with disability organisations, Local Sports Partnerships and community groups helped broaden the reach of triathlon and develop inclusive pathways into participation.



6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

EQUALITY, DIVERSITY & INCLUSION Continued...

Several targeted initiatives supported inclusive engagement. These included Sports Ability Days, inclusive summer camps and a Junior Paralympic Fun Day, which introduced children with disabilities to multisport activity. Targeted swim and participation programmes were also delivered for migrant women and individuals living in Direct Provision, supporting confidence-building and the development of fundamental skills.

The Women in Sport programme also played an important role in advancing inclusion within triathlon. During 2025, seven Women in Sport New2Tri programmes were delivered in partnership with Local Sports Partnerships and councils, alongside 11 club-led New2Tri programmes and four Her TRiBe initiatives designed to introduce women and teenage girls to the sport. Additional initiatives included Her Moves Aquathlon programmes for teenage girls, a swim programme for migrant women and Mum and Baby duathlon programmes, supporting women returning to sport following maternity. Leadership development also progressed with the recruitment of Women in Sport advocates and female technical officials, strengthening representation and leadership pathways within the sport.

Education and awareness initiatives were also delivered for clubs, coaches and event organisers, providing practical guidance to support inclusive environments across the triathlon community.

While strong progress has been made in expanding participation opportunities, a key challenge remains ensuring participants transition from introductory programmes into long-term engagement through clubs and events. Strengthening these pathways will remain an important focus in the coming years.

Priorities for 2026

- Continue delivering education and awareness programmes for clubs, coaches and event organisers to strengthen inclusive practice across the sport.
- Expand triathlon taster sessions and inclusive programmes for underrepresented communities, with clearer pathways into club participation.
- Establish an EDI Community Champion Programme to support volunteers and advocates in promoting inclusive practices within the triathlon community.
- Achieve the Disability Sport Northern Ireland Inclusive Award and the Active Disability Ireland Bronze Xcessible Award, recognising progress in strengthening accessibility and inclusion within Triathlon Ireland.



HEAR FROM OUR COMMUNITY...

**ANNE MAGEEAN,
WOMEN IN SPORT ADVOCATE**



What first inspired you to get involved in this sport/community?

"I had been swimming and doing life saving and then saw an advert for the Milk Marketing Board sponsored "try" event in Belfast. I bought a bike and haven't looked back. This was in Olympia Leisure Centre where we then set up Olympian Triathlon Club in 1984 and are still going strong today."

What has been one of your most memorable experiences so far?

"Every event I finish becomes my best memory but watching all the try a tri athletes who I have coached through a programme finish at Castlewellan is such an experience. Seeing them continue and enjoy triathlon is a great feeling."

What keeps you motivated and committed to what you do?

"I still love to complete events, getting the buzz at races, meeting friends and the post-race chat."

I am also a community coach and have worked with a range of groups from mums and babies, women's training camps, and children's 'Come and try' events. It is really uplifting seeing these individuals coming together and supporting each other and sharing stories."

I've also qualified as a Coach Developer and am now enjoying supporting new coaches through their coaching journey."

6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

HIGH PERFORMANCE

Strategic Objective: Deliver consistent international success through a strong high-performance pathway.

Triathlon Ireland's High Performance programme continued to progress in 2025, with a focus on strengthening the athlete pathway, expanding international competition opportunities and developing the performance environment to support athletes across youth, junior and senior levels.

A key area of development during the year was the continued establishment of the National Triathlon Centre at the University of Limerick, which provides a daily training environment for high performance athletes. In 2025, fourteen athletes trained regularly within this programme, with additional athletes accessing the centre through drop-in training and camps.

Talent identification and pathway development also progressed significantly. Four Provincial Talent Identification Days were delivered across the country, doubling participation and increasing the number of athletes within the High Performance pathway by 33%. These initiatives were supported by pathway coaches who delivered monthly training sessions, camps and competition support for developing athletes.

Irish athletes continued to compete strongly at international level across both individual racing and Mixed Team Relay competition. Ireland achieved two top-15 finishes at World Triathlon Championship Series Mixed Team Relay events, finishing 8th in Abu Dhabi and 11th at the European Championships in Melilla. Team Ireland reached its highest ever world ranking of 16th (previously 43rd). The programme also achieved strong results in the Paralympic programme, securing nine podium finishes during the season, demonstrating continued progress in Ireland's para-triathlon pathway.

Individual athletes also delivered encouraging performances across Europe Triathlon Cups and international competition, with a number of athletes achieving podium finishes and top-eight placements at international level.

Outside of the High Performance Programme, and led by the Triathlon Ireland Operations Team; the international Age Group programme continued to provide opportunities for Irish athletes to compete at European and World Championship events. Irish athletes represented the country at major championships throughout the year, with improved visibility of Age Group racing at domestic National Championship events and enhanced integration of international results within the MyTriRanking system. Collaboration with Triathlon Scotland and Triathlon Cymru also progressed with the development of the Triathlon Celtic Cup, strengthening international competition opportunities for Irish Age Group athletes.

Priorities for 2026

- Establish a High Performance Committee to strengthen governance and oversight of the High Performance programme.
- Publish a Long-Term High Performance Strategy and Long-Term Athlete Development model, outlining the pathway for identifying and supporting elite athletes.
- Continue strengthening international competition opportunities across youth, junior and senior levels, including Mixed Team Relay development and international Age Group racing.



6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

HIGH PERFORMANCE

The following pages provide a summary of results from the 2025 season.

PARALYMPIC PROGRAMME PODIUM RESULTS 2025

The Paralympic Programme exceeded targets with nine podiums achieved in 2025.

EVENT	NAME(S)	CATEGORY	RESULT
WORLD TRIATHLON PARA SERIES DEVONPORT	CHLOE MACCOMBE & GUIDE AOIBH CLARKE	PTVI	3RD
WORLD TRIATHLON PARA SERIES TARANTO	JUDITH MACCOMBE & GUIDE EIMEAR NICHOLLS	PTVI	3RD
	TOM WILLIAMSON	PTSS	2ND
WORLD TRIATHLON PARA CUP MAGOG	DONNACHA MCCARTHY & GUIDE SEAN HUSBAND	PTVI	3RD
WORLD TRIATHLON PARA SERIES MONTREAL	CHLOE MACCOMBE & GUIDE AISLING WYER	PTVI	3RD
	DONNACHA MCCARTHY & GUIDE SEAN HUSBAND	PTVI	3RD
	TOM WILLIAMSON	PTSS	2ND
EUROPE TRIATHLON CHAMPIONSHIPS, BESANCON, FRANCE	JUDITH MACCOMBE & GUIDE EIMEAR NICHOLLS	PTVI	BRONZE
	TOM WILLIAMSON	PTSS	BRONZE



6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

HIGH PERFORMANCE

The following pages provide a summary of results from the 2025 season.

OLYMPIC PROGRAMME 2025 RESULTS

Within a relatively small senior squad there were some encouraging individual performances.

NAME	EVENT	RESULT
RYAN LUNDY	AFRICA TRIATHLON JUNIOR CUP HURGHADA	WINNER
SENAN MCDONNELL	EUROPE TRIATHLON JUNIOR CUP BIRZEBBUGA	7TH
	EUROPE TRIATHLON JUNIOR CUP RIGA	11TH
	EUROPE TRIATHLON JUNIOR CUP ALANYA	3RD
MATHYS BOCOQUET	EUROPE TRIATHLON JUNIOR CUP BIRZEBBUGA	12TH
	EUROPE TRIATHLON JUNIOR CUP RIGA	22ND
LUKE MCCARRON	AFRICA TRIATHLON CUP ORAN	4TH
JAMES EDGAR	AFRICA TRIATHLON CUP HURGHADA	4TH
HOLLIE ELLIOTT	THREE TOP 8 PERFORMANCES AT EUROPE TRIATHLON CUP LEVEL	
	WORLD TRIATHLON CUP MIYAZAKI	22ND
	WTCS FRENCH RIVIERA <small>*First start at WTCS level</small>	31ST
ERIN MCCONNELL	EUROPE TRIATHLON CUP KIELCE	11TH
	WORLD TRIATHLON CUP TISZAUJVAROS	11TH



6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

CLUBS & MEMBERS

Strategic Objective: Build sustainable, thriving clubs and prioritise member retention.

Clubs remain at the heart of the triathlon community in Ireland, providing welcoming environments for athletes of all levels while supporting participation, coaching and volunteer development.

Triathlon Ireland's membership continues to grow and is now just under 10,000 members, supported by a network of 94 affiliated clubs nationwide in 2025.

A key development during the year was the introduction of auto-renewal membership, designed to simplify the renewal process and support long-term engagement with the sport. Early indications show this initiative has been highly successful, with membership retention from 2025 to 2026 currently just over 80%, representing a strong level of ongoing engagement within the triathlon community.

Coach education continued to grow, with 130 participants completing Tri Leader and Level 1 coaching courses, strengthening the volunteer and coaching base within clubs nationwide.

Clubs are at the centre of the Triathlon Ireland strategy and at the forefront of programme and event delivery providing a variety of excellent experiences for current and new members. Club committees and volunteers have engaged new members through welcoming, social new to tri programmes and supported current members through training programmes, competitive club events, social events and coaching course support.

Clubs were supported through the following:

- Skills sessions led by TI staff and community coaches.
- Evolve club development day in Northern Ireland.
- Club networks.
- Club Newsletters.
- Online education sessions to support clubs around inclusivity.
- Coaching courses: 130 people took part in Tri Leader and Level 1 coaching courses.
- WIS grants for programme delivery.
- Junior Interclub set up, development and coaching.
- Development staff team support.

Priorities for 2026

- Review and relaunch the Club Standards Programme.
- Establish club consultation forums to strengthen club development support and engagement.
- Support clubs to deliver or integrate with inclusion programmes.



HEAR FROM OUR COMMUNITY...

DAVID POWER,
BELPARK TRIATHLON CLUB



What has been one of your most memorable experiences so far?

"Organising the Phoenix Park Duathlon over the past 10 years. First as a club volunteer, then joining the race sub-committee and eventually becoming the race director for several years. I've learnt so much about race organisation, planning and safety. It can be hard work at times, but seeing happy competitors be encouraged by club marshals on the day is a joy."

What keeps you motivated and committed to what you do?

"Most sports activities are organised by volunteers across clubs and communities across the country. There are two sides to the coin - I enjoy taking part as a competitor, so really appreciate people who give up their time to allow us to enjoy a day racing. That's why I don't mind giving back by organising events, whether it's as a race organiser or a technical official."

What advice would you give to someone just starting out?

"Take it one step at a time. Do it at your pace and don't forget to smile... You learn and improve every time you go training or do a race. Plus you'll meet some great people and in no time you won't be the newbie."

6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

ORGANISATIONAL STRENGTH

Strategic Objective: Deliver strong governance, workforce capability and effective partnerships.

Triathlon Ireland continued to strengthen governance structures, organisational capability and workforce development throughout 2025, ensuring the organisation operates to the highest standards expected of a national governing body.

A key governance milestone during the year was the completion of a comprehensive Board Performance and Effectiveness Review (PMR) led by the Governance Committee. The review involved detailed interviews, consultations with the executive team and board members, and surveys to evaluate board effectiveness. The recommendations arising from the review have either been implemented or incorporated into the Board Workplan for 2026, ensuring continuous improvement in governance practices.

Triathlon Ireland continues to comply with the Governance Code for Sport, with oversight provided by both the Governance Committee and the Board. During the year, the organisation's Risk Management Policy was reviewed and maintained, supporting a proactive and structured approach to organisational risk management.

The organisation is supported by a team of 21 staff across operations, development, marketing, finance and high performance, delivering programmes and services across the country. Investment in staff development remains a priority, and the organisation continues to support continuous professional development opportunities, including training in areas such as data insights and organisational capability development planned for 2026.

Two key appointments were made during the year to strengthen programme delivery and regional engagement, with the recruitment of a Munster Development Officer and a Community Programme Coordinator.

Safeguarding compliance and best practice is a priority for Triathlon Ireland. This was achieved in 2025 through:

- Club compliance checks at affiliation and throughout the year.
- Organisational compliance with legislative requirements around vetting, safeguarding training and policy dissemination.
- Education and information sessions for staff and key club and events personnel.
- Ongoing support for junior clubs, Club Children's Officers, junior coaches and Events.
- Board engagement to ensure culture of compliance, best practice and reporting is from the top down.

Triathlon Ireland also strengthened its commercial partnerships in 2025 with the appointment of AccountsIQ as Finance and Insights Partner. This partnership supports improved financial reporting and organisational insight while also powering the MyTriRanking platform, which provides athletes with rankings and performance data across the Triathlon and Duathlon National Series. The partnership reflects a shared focus on performance, data and organisational development, and contributes to the long-term sustainability of the organisation.

Triathlon Ireland also continues to maintain a strong presence within the international triathlon community. In 2025, Alan Ryan, former Board member of Triathlon Ireland, was appointed Vice President of the Europe Triathlon Board. Maxine Strain was appointed to the Europe Triathlon Women's Committee, and Ian Haseldine was appointed to the World Triathlon Women's Committee. These appointments reflect the growing recognition of Triathlon Ireland's contribution and expertise at an international level and strengthens the organisation's ability to contribute to and influence the development of triathlon across Europe.

The Board maintained strong oversight of the organisation throughout the year, holding seven board meetings in 2025, including five meetings conducted online and two held in person. Board members also participated in board development and training sessions in November, supporting continued governance development and effectiveness.

Priorities for 2026

- Continue implementing recommendations from the Board Performance Review to strengthen governance practices.
- Invest in staff development and organisational capability.
- Strengthen operational systems and governance frameworks to support continued organisational growth.
- Move towards more comprehensive monitoring of safeguarding protocols at events and clubs.
- Continue to grow commercial partnerships and revenue for the organisation.



6. STRATEGIC PILLARS

2025 Update & 2026 Priorities

SUSTAINABILITY

Strategic Objective: Embed sustainability across all aspects of triathlon as a sport and organisation.

Sustainability was formally introduced as a strategic priority following the mid-cycle review of the Triathlon Ireland Strategy in 2025. During the year, Triathlon Ireland began to take practical steps to support environmental responsibility within the sport, particularly in relation to water quality, which is critical to triathlon participation.

Triathlon Ireland actively supported the Clean Water Sports Alliance Northern Ireland, a collaboration of National Governing Bodies working to address water quality challenges impacting water-based sport. As part of this initiative, Triathlon Ireland promoted and supported a public reporting survey to capture the impact of poor water quality on training and events, helping to build an evidence base to inform engagement with policymakers and stakeholders.

This work is particularly important given the increasing impact of water quality issues on the delivery of events and athlete safety, reinforcing the need for collective action across sport and government to protect Ireland's waterways and ensure safe participation environments.

While sustainability was not a primary delivery pillar in 2025, these initiatives represent an important first step in embedding environmental awareness and advocacy within the organisation's activities.

Priorities for 2026

- Develop a Sustainability Charter and practical guidelines for clubs and event organisers.
- Begin embedding sustainability principles within event planning and operational delivery.
- Continue to support and engage with national and regional initiatives addressing water quality and environmental sustainability.
- Identify and develop partnerships that support sustainability initiatives across the sport.



7. ANTI-DOPING

Triathlon Ireland promotes clean sport and is committed to fostering an environment of equality and fairness for all athletes across every level of competition.

Priority Education Groups - 2025

The priority target groups for Anti-Doping education in 2025 were:

- Regional Testing Pool (RTP) athletes
- Triathlon and Paratriathlon High Performance athletes
- Age Group athletes
- Youth Development athletes
- Athlete Support Personnel
- General membership

Triathlon Ireland continued to implement its Clean Sport Education Strategy, focusing on at-risk and priority groups through targeted information, communication, and education initiatives.

Achievements

Education Delivery: In 2025, education sessions were delivered to the following groups:

- High Performance athletes (elite, paratriathlon, Registered Testing Pool, and junior) received education through Triathlon Ireland Anti-Doping Tutors and completed mandatory modules via the World Triathlon Education Hub.
- Athlete Support Personnel within the High Performance Programme were required to complete Anti-Doping training as part of their eligibility to support athletes internationally. Education was delivered via Triathlon Ireland tutors and the World Triathlon Education Hub.
- Youth Development athletes attended Anti-Doping Awareness training delivered jointly by Triathlon Ireland and Sport Ireland tutors.

Education sessions for Age Group athletes were scheduled; however, due to insufficient registrations, these sessions were cancelled. Age Group athletes were subsequently encouraged to complete the World Triathlon Age Group Anti-Doping Education module independently. In 2025, Triathlon Ireland had three qualified Anti-Doping tutors.

Testing

In-Competition Testing: Four domestic events were subject to testing in 2025, a decrease of one compared to 2024:

- Aquabike and Intervarsity National Championships at Tribesman Triathlon (3 tests)
- Draft Legal National Championship and Sprint Distance National Championship at Two Provinces (2 tests)
- Standard Distance National Championships at Top of the Mourne (4 tests)
- Triathlon National Series at Dublin City Triathlon (4 tests)

A total of 13 in-competition tests were conducted, representing a decrease of nine compared to 2024. No international event was held in Ireland in 2025.

There were no Anti-Doping Rule Violations recorded for any Triathlon Ireland athlete in 2025.

Out-of-Competition Testing: Twenty-six out-of-competition tests were conducted by Sport Ireland in 2025, twelve fewer than in 2024.

Outlook 2026

Europe Triathlon Cup and Junior Cup events at City of Derry Triathlon will include user-pay testing in collaboration with Sport Ireland. Two new staff trained as Anti-Doping Tutors will expand education for High Performance, Pathway, and Age Group athletes. WADA eLearning and World Triathlon modules will continue to support the Clean Sport Strategy, while initiatives like "Play True Day" raise awareness across the wider membership. As athlete numbers grow, Anti-Doping education will be sustained and expanded throughout 2026.



8. FINANCE

Triathlon Ireland maintained a stable financial position in 2025 while continuing to deliver programmes and services across participation, development, events and high performance.

Total income for the year amounted to €2.61 million, broadly consistent with 2024 levels. Total expenditure for the year was €2.60 million, resulting in a small operating surplus, reflecting a deliberate approach to reinvesting available resources into programme delivery.

While modest, this surplus reflects the organisation's continued approach of reinvesting available funding directly into programmes that support clubs, athletes and the wider triathlon community.

At the end of the financial year, reserves stood at €134,636, ensuring the organisation maintains prudent reserves to support operational stability.

Income

Public funding continues to represent the largest source of income for Triathlon Ireland. In 2025, Sport Ireland funding totalled €1,171,642 while Sport Northern Ireland contributed €228,046, supporting the delivery of participation programmes, high performance initiatives, coaching development and inclusion projects across the island.

Membership income amounted to €793,754, reflecting the continued engagement of the triathlon community through clubs, events and national programmes.

Income from events and club-related fees totalled €187,336, supporting the delivery of the national race calendar and sanctioned events. Commercial partnerships strengthened during the year, with sponsorship income increasing to €107,623, supported by new partnerships including a strategic sponsorship agreement with AccountsIQ, who became the finance and insights partner of Triathlon Ireland in 2025.

Together, these income streams enable Triathlon Ireland to deliver a nationwide programme of events, support clubs and volunteers, develop athlete pathways and support international high performance representation.

Expenditure

Total expenditure during the year was €2.60 million, primarily directed towards programme delivery and organisational operations.

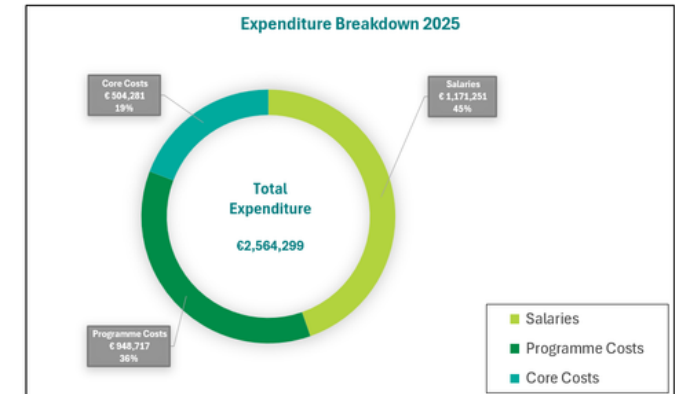
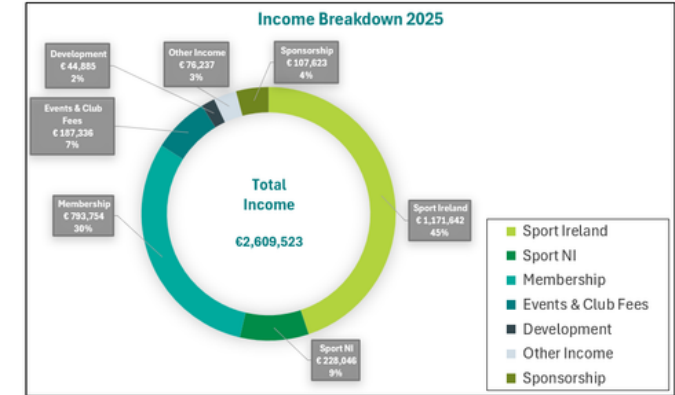
Staff costs totalled €1.17 million, supporting a team of 20 staff delivering national programmes across participation, high performance, events, coaching and governance.

Programme investment remained a key focus, including:

- High Performance Programme: €531,965
- Development and participation programmes: €117,956
- Education and coaching programmes: €39,001
- Women in Sport initiatives: €32,208

These programmes support athlete development pathways, club growth and increased participation across the sport.

During the year, €43,700 in exceptional legal and professional costs were incurred relating to the ongoing investigation into the 2023 Ironman Youghal event. These costs are presented separately within the financial statements due to their nature. In addition, administration expenditure during the year included costs associated with ensuring compliance with updated Revenue guidance following the Karshan case, including a voluntary disclosure by the organisation.



8. FINANCE

Financial Position and Process Improvements

Triathlon Ireland ended the year with net assets of €134,636 and a cash balance of €774,700, reflecting the seasonal nature of membership income and grant receipts.

During 2025, the organisation also strengthened its financial systems and reporting capability through the implementation of the AccountsIQ cloud finance platform, supported through a new partnership with AccountsIQ. The system was introduced mid-year and provides improved financial reporting, controls and operational efficiency across the organisation. The platform also strengthens financial oversight, providing enhanced reporting, approval controls and real-time financial visibility

Looking Ahead

Triathlon Ireland remains committed to maintaining strong financial oversight while continuing to invest in the development of the sport.

Key priorities include growing participation and membership, strengthening commercial partnerships, supporting clubs and volunteers, and continuing investment in digital systems and programme delivery to ensure the long-term sustainability and growth of triathlon across Ireland.

Triathlon Ireland remains financially stable and well positioned to continue investing in participation, athlete development and the long-term growth of triathlon across Ireland.

Financial Statements

The financial statements for the year ended 31 December 2025 were audited by OSK Audit Limited. In their opinion, the financial statements give a true and fair view of the financial position of Irish Triathlon Association CLG and have been prepared in accordance with Financial Reporting Standard 102 (FRS 102) and the Companies Act 2014.

The Directors' Report and audited Financial Statements, approved by the Board of Directors in March 2026, are available at the link below.

[View the full Director's Report & Financial Statements 2025](#)



9. BOARD & COMMITTEE

Board Governance & Leadership

The Triathlon Ireland Board is responsible for providing strategic leadership, setting direction and supporting the effective delivery of the organisation's objectives.

The Board provided strong collective leadership throughout 2025, guiding the organisation through a year of continued development and strategic progression.

The Board met regularly during the year, through a combination of virtual and in-person meetings, to support the executive team and shape key decisions impacting the direction of the organisation.

Key Areas of Focus in 2025

A central focus for the Board was strategic direction and future planning. During the year, the Board undertook a mid-cycle review of the Strategic Plan, helping to shape priorities for the next phase of delivery, including membership growth, high performance development and international event hosting.

The Board played an important role in driving organisational progress, supporting key initiatives across membership, events, performance and commercial development. This included guiding the continued rollout of the membership auto-renewal system, enhancing athlete engagement through the MyTriRanking platform, and supporting the successful bid to host Europe Triathlon events in 2026.

The Board also contributed to long-term sustainability and growth, supporting the development of commercial partnerships and identifying opportunities to strengthen the organisation's financial and operational position. Internationally, Triathlon Ireland continued to strengthen its presence and influence, with the Board supporting engagement and representation within Europe Triathlon and World Triathlon structures.

Throughout the year, the Board worked closely with the executive team, providing support, challenge and direction to ensure the organisation remained aligned with its strategic ambitions and continued to progress across all areas of the sport.



BOARD ATTENDANCE RECORD

NAME/ROLE

ALAN RYAN
PRESIDENT (TERM END - APRIL 25)

IAN HASELDINE
VICE PRESIDENT

KAREN LEWIS
FINANCE DIRECTOR

JUSTINE KEOHANE
ORDINARY DIRECTOR

MAXINE STRAIN
ORDINARY DIRECTOR (TERM END - APRIL 25)

MARK FARQUHAR
ORDINARY DIRECTOR (TERM END - APRIL 25)

MAIREAD GALLAGHER
ORDINARY DIRECTOR

GRETA HICKEY
INDEPENDENT DIRECTOR

SIMON RUDD
INDEPENDENT DIRECTOR

FRANCIS YATES
PRESIDENT (ELECTED - APRIL 25)

DAVID POLLARD
ORDINARY DIRECTOR (ELECTED - APRIL 25)

KAREN MCGOURAN
ORDINARY DIRECTOR (ELECTED - APRIL 25)

	MEETING ONE A 15 TH JAN	MEETING ONE B 6 TH MAR	MEETING TWO 27 TH MAR	MEETING THREE A 8 TH MAY	MEETING FOUR A 11 TH JULY	MEETING FOUR B 14 TH AUG	MEETING FIVE A 30 TH SEPT	MEETING FIVE B 29 TH OCT	MEETING SIX 8 TH NOV	MEETING SEVEN 11 TH DEC
ALAN RYAN PRESIDENT (TERM END - APRIL 25)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IAN HASELDINE VICE PRESIDENT	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
KAREN LEWIS FINANCE DIRECTOR	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
JUSTINE KEOHANE ORDINARY DIRECTOR	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
MAXINE STRAIN ORDINARY DIRECTOR (TERM END - APRIL 25)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MARK FARQUHAR ORDINARY DIRECTOR (TERM END - APRIL 25)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MAIREAD GALLAGHER ORDINARY DIRECTOR	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
GRETA HICKEY INDEPENDENT DIRECTOR	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
SIMON RUDD INDEPENDENT DIRECTOR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
FRANCIS YATES PRESIDENT (ELECTED - APRIL 25)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DAVID POLLARD ORDINARY DIRECTOR (ELECTED - APRIL 25)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
KAREN MCGOURAN ORDINARY DIRECTOR (ELECTED - APRIL 25)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

= Not Applicable

10. SUB-COMMITTEE REPORTS

AUDIT COMMITTEE

Purpose: The Audit Committee is primarily responsible for overseeing Triathlon Ireland’s operational and financial risks, including accounting practices, financial reporting, audit processes, and regulatory compliance.

Activities of the Audit Committee

Meetings

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

External Auditor Engagement

In our most recent meeting, OSK our 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. The audit committee takes assurance from the External Auditors who commend the Financial Controller and the finance team for their excellent systems and financial processes.

Karshan Revenue Ruling: Following a Supreme Court ruling regarding the employment status of those considered ‘casual workers’, Triathlon Ireland sought professional, peer, and legal advice to ensure it was compliant with the implications of the ruling in relation to coaches appointed by the organisation. As a result of this and in line with other National Governing Bodies (NGBs), a disclosure of €19k potential liability was made to Revenue. The audit committee had oversight of this process and the advice and guidance provided, and is assured that the necessary provisions have been made in the accounts.

Review of Reserves Policy: The Committee reviewed the organisation’s Reserves Policy, providing comprehensive input. The policy was recommended for approval to the Board.

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. These were streamlined along with other committees of Triathlon Ireland. The revised Terms of Reference were submitted to the Governance Committee for inclusion in the overall review of the Board’s subcommittees’ terms, and can be found on the Triathlon Ireland website by clicking [here](#).

Financial Oversight in 2026: Financial management and oversight remain a key priority in 2026, with the Audit Committee providing independent review of financial controls and ongoing oversight of financial performance. The Committee monitors the organisation’s financial reserves to support long-term sustainability and responsible stewardship of resources, reviewing the policy and recommending changes to the Board as necessary.

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.



Committee Attendance Record

NAME/ROLE	MEETING ONE	MEETING TWO	MEETING THREE
	9 TH JAN	13 TH MAR	9 TH JUL
MAIREAD GALLAGHER	✓	✓	✓
KAREN LEWIS	✓	✓	✓
CHRISTINE MENTZ		✓	✓

10. SUB-COMMITTEE REPORTS

GOVERNANCE & RISK COMMITTEE

The Governance & Risk Committee is charged with providing advice to the Board in respect of matters relating to Governance, Risk, the Constitution, and the company's policies and procedures.

Highlights from 2025

An in-depth Board Performance and Management review was undertaken by the committee in February, which proved invaluable in providing honest feedback on board directors input at board meetings, and on the important and strong relationship between board and executive team members.

A new vacancy on the committee arose, and following an interview was filled, adding a new voice and perspective to this committee.

A review of Terms of Reference (TOR's) for all board sub-committees was undertaken, and an agreed format was adopted for all TOR's, to ensure that all board sub-committees operated in a similar way, particularly with regards to reporting back to the board.

The organisation's Risk Register was reviewed and updated with additional potential risks, strengthening the risk management of the organisation. In its new format, it will be an agenda item at every board meeting.

The committee agreed to consider an overall constitution review, in light of issues arising at board level, and due to governance changes within the sporting environment in Ireland.

As Sport Ireland is commencing a review of the Governance Code for Sport, any Triathlon Ireland review of the constitution will need to consider any changes/ additions adopted by Sport Ireland in the new revised Code.

Board training was planned and took place in November. Safeguarding training is planned and will take place early in the new year.

As the board had approved the appointment of a new Independent board member (covered in the constitution) for High Performance, the committee agreed to assist in interviews for this position.

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 has increased, due to increased governance requirements now for all NGB's, and is exceptional. Without this, we would not have the strength of discussion and the resulting outcomes that we have.

It may be necessary in the future for Sport Ireland to consider how best these Governance needs can be supported.

Outlook for 2026

With the growth of the organisation, and another additional independent board director to be recruited, as well as a full constitutional review, there are many opportunities for the Governance committee to assist both the board and the executive team in managing organisational growth, and any new governance requirements that the organisation needs to adopt.

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.

Committee Attendance Record

NAME/ROLE	MEETING ONE 22 ND JAN	MEETING TWO 12 TH MAR	MEETING THREE 21 ST MAY	MEETING FOUR 26 TH NOV
GRETA HICKEY (CHAIR)	✓	✓	✓	✓
JOANNE KENNEDY	✓	✓	✓	✓
JOHN O'CALLAGHAN	✓		✓	
PAMELA BASTABLE	✓	✓	✓	✓
DAMIEN CREEN	●	●	✓	✓

● = Not Applicable



10. SUB-COMMITTEE REPORTS

TECHNICAL COMMITTEE

The technical committee is a sub-committee of the Triathlon Ireland Board of Directors, and its primary function is to provide technical advice and support to the Board and staff, in relation to the safety and fairness of the sport. It is made up of highly experienced technical officials from across the Island of Ireland and in addition to its primary function, acts as an advocate for the welfare of officials and all members of the triathlon community.

Other areas where we are engaged with the Board and staff include the Technical Official Pathway, including education and development – providing input in to the Local Technical Official course syllabus, shadowing programme for new officials, allocation of more experienced officials to the major events (Duathlon National Series, Triathlon National Series, National Championships), and encouraging suitably qualified officials to represent Triathlon Ireland by officiating internationally at some of the world’s best known and most prestigious multi-sport events.

In 2025, officials worked on events across the world, including Australia and the Middle East, gaining experience, building connections and establishing relationships.

Over the past year the committee welcomed two new full members, Justine Keohane and Carlota Izquierdo.

Additional highlights for the year included the implementation or updating of key artifacts, including the Incident Response Protocol (guidance for officials on how to respond to incidents, from minor to critical), Medical Guidelines for Events, World Triathlon Rules Derogations (adaptations of the rules to make them relevant for Ireland – the particular one of relevance to most, is the water temperature) and the Event Management and Safety Plan (reflecting evolving areas of focus, such as water quality, and sustainability), among others.

In 2026, we plan to continue our engagement with all stakeholders, and to further support the organisation as per our terms of reference. A key focus for this season will be in supporting officials and race organisers around the recent adoption of the World Triathlon Transgender Policy.

We also look forward to supporting both the Women in Sport and the Respect Officials Programmes. We will do whatever we can to assist the Board and staff of Triathlon Ireland in the furtherance of these initiatives.

We will continue to act as an advocate for officials, actively promoting welfare through education, training and communication, by progressing and building up the official community.

Committee Attendance Record

NAME/ROLE	MEETING ONE 30 th JAN	MEETING TWO 6 th MAR	MEETING THREE 24 th JUNE	MEETING FOUR 6 th OCT	MEETING FIVE 8 th DEC
LOREN HARNETT (CHAIR)	✓	✓	✓	✓	✓
JUSTINE KEOHANE	✓		✓	✓	✓
DAVID POWER	✓	✓	✓	✓	✓
KAREN MCGOURAN (RESIGNED IN APRIL)	✓		●	●	●
MARIJKE BELTMAN (RESIGNED IN JULY)			✓	●	●
KARL VEKINS	✓	✓	✓	✓	✓
CARLOTA IZQUIERDO (APPOINTED IN OCT)	●	●	●	✓	✓
JASON COOKE (RESIGNED IN FEB)		●	●	●	●

● = Not Applicable



THANK YOU

A huge 'Thank You' must go to each and every person who is a member of our community, keeping the sport of triathlon fun, engaging and welcoming.



LINKS TO APPENDICES

APPENDIX 1: [2026 AGM AGENDA](#)

APPENDIX 2: [2025 FINANCIAL STATEMENTS](#)

APPENDIX 3: [TRIATHLON IRELAND CONSTITUTION](#)

APPENDIX 4: [2025 AGM MINUTES](#)

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