



Member Summary of Triathlon Ireland Board Meeting One

February 2026

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 via Zoom on **February 5, 2026**.

In attendance: Francis Yates, Greta Hickey, Karen Lewis, Mairead Gallagher, David Pollard, Simon Rudd, Karen McGouran, Ian Haseldine and Justine Keohane, alongside staff Darren Coombes, Eric Harmon and Orla Nugent. There were no apologies.

The meeting focused on key priorities for the year ahead, including approval of the 2026 budget, organisational objectives and key results (OKRs), governance updates, High Performance developments and funding. The Board also reviewed progress across membership, financial performance and preparations for hosting the 2026 Europe Triathlon Cup and Junior Cup.

Executive Summary

Key Discussions and Decisions

- High Performance
 - The Board received updates on recent High Performance appointments, including the appointment of a new Performance Director and full-time coach.
 - Olympic qualification criteria and the athlete carding process were discussed, alongside updates on athlete funding matters.
- Membership & Operations
 - Membership performance was reported as ahead of target.
 - The Board reviewed the draft 2026 Objectives and Key Results (OKRs), with further feedback invited before finalisation.
 - The Board also acknowledged the contribution of Anna Grealish following her resignation from the Europe Triathlon Development Committee.
- Finance
 - The Board received an update on the organisation's financial position, with income forecast to exceed budget.
 - Draft 2025 accounts projected a year-end surplus of approximately €30,000.
 - The 2026 budget was reviewed and unanimously approved.
 - Directors also discussed the implications of the Karshan ruling and the work underway to ensure continued compliance with contractor payment requirements.

Strategic Initiatives

- Governance
 - The Governance Committee workplan was noted, and the Board agreed to review the Board Skills Matrix and future Independent Director requirements.
 - Nick O'Hare was formally appointed as Independent Director.
 - The 2026 Technical Committee Work Plan was approved.
- International Events

- An update was provided on preparations for the 2026 Europe Triathlon Cup and Junior Cup, with positive progress reported on planning and event delivery.
- Funding
 - The Board received updates on Sport Ireland and Sport Northern Ireland funding, noting strong performance across core grant applications and upcoming funding opportunities.
- Grant Thornton
 - An update was provided on the ongoing Grant Thornton review and related matters.

The Board remains focused on delivering its strategic objectives for 2026, strengthening governance, supporting athlete development, and ensuring the organisation remains financially sustainable while continuing to grow participation across the sport. The Board acknowledged progress across operations and strategy while continuing to oversee important governance and international matters.

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