



Member Summary of Triathlon Ireland Board Meeting Four

May 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 **in person** at **Sport HQ1, Sport Ireland Campus** on **May 23, 2026**.

In attendance: Greta Hickey, Karen Lewis, Mairead Gallagher, David Pollard, Simon Rudd, Justine Keohane, Karen McGouran and Nick O'Hare, alongside staff Darren Coombes, Eric Harmon and Orla Nugent. Apologies were received from Ian Haseldine.

The meeting marked the first Board meeting following the 2026 AGM and included discussion on Board culture, stakeholder engagement and governance priorities for the year ahead. The Board discussed opportunities to strengthen engagement with clubs and members through improved communication, greater visibility of the Board and enhanced mechanisms for gathering member feedback. Updates were also received on membership, commercial activity, High Performance, safeguarding, governance and organisational performance.

Executive Summary

Key Discussions and Decisions

- **Membership & Commercial Development**
 - The Board reviewed membership trends, progress on the club auto-renewal project and overall organisational performance.
 - Directors expressed strong support for introducing club auto-renewal, recognising the long-term benefits for clubs and members.
 - Commercial activity and sponsorship opportunities were reviewed, including discussions on existing partnerships and how Board networks can support future commercial growth.
 - The Community League initiative was presented, with the Board welcoming the age equalisation model designed to encourage broader participation.
- **High Performance**
 - The Board received an update on recent international athlete performances and the ongoing development of the next High Performance Strategy.
 - Future funding sustainability, including Sport Northern Ireland funding, was discussed.
- **Finance**
 - The organisation remains on budget, with early planning for the 2027 and 2028 budgets scheduled for later in the year.
- **Safeguarding**
 - The Board reviewed safeguarding activity, including event spot checks and safeguarding support at sanctioned events.
 - Directors requested more detailed safeguarding reporting to strengthen Board oversight and assurance.

Strategic Initiatives

- **Governance**
 - The Board approved updates to the Conflict of Interest and Loyalty Policy, Business Continuity Policy and Whistleblowing Policy.
 - A new member, Lorenn Harnett was appointed to the Audit Committee.
 - The Board reviewed the complaints register and discussed longer-term governance.
 - Progress on implementing recommendations arising from the KOSI Governance Audit was reviewed.
- **Annual General Meeting Review**

- The Board reviewed the 2026 AGM, identifying several improvements to strengthen member communications, agenda management and technical delivery for future meetings.
- Board Succession Planning
 - The Board reviewed its skills matrix and succession planning requirements.
 - Mairead Gallagher was formally approved as Finance Director for the remainder of the current term.
 - The Board agreed to commence recruitment for an Ordinary Director with legal expertise to strengthen governance capability, while also considering an Independent Director with legal expertise should this better meet the identified skills gap.
 - The Board also unanimously approved the continued service of a Board member following their relocation.

The Board remains focused on strengthening governance, improving engagement with members and clubs, and delivering the strategic priorities set out in Triathlon Ireland's Strategic Plan.

END