

president's report



Welcome to Our Annual Report

It goes without saying that 2020 was a challenging year for Triathlon Ireland, as it was for the rest of society. I want to start this report by sincerely thanking all our front-line workers and remembering those who sadly passed away from COVID-19 on this Island over the past year.

The triathlon community is in all strands of society and our members have played their part in the management of, and have been impacted by the coronavirus crisis.

DURING 2020 THE BOARD HAD TWO KEY PRIORITIES:



Protecting the organisation and our clubs from the short-term impact of COVID-19.



Continue to focus on the long-term development of triathlon in Ireland, building on the progress we have made over the past decade.





It became clear quite early on that the ability to have a normal season was going to be significantly impacted and the Board established a crisis committee consisting of key board and staff members to enable us to react quickly to a very fluid situation. The Board were clear in their intent not to react to the short-term financial impact in a way that would damage the long-term development of the sport. We took steps to reduce spending while still delivering training and events online to give our members an outlet and provide our

sponsors with an opportunity to engage. I am delighted to report that the financial and organisational strength of Triathlon Ireland has been maintained and we are in a very strong position to take advantage of the upsurge in swimming, cycling and running, which we expect to see once the island reopens and we can train and race together again. This is in no small part thanks to the innovation and collaboration of our staff. I believe that triathlon has led the way in our reaction and again shows our ability to develop and remain relevant.

Clubs are at the core of our sport and the Board and I have been inspired by the reaction of our clubs during 2020. Through innovation and being incredibly flexible, our clubs have given their members a fantastic outlet to partake in triathlon with their friends, on their own and virtually. We were delighted to support our clubs in accessing Sport Ireland and Sport Northern Ireland resilience funding to replace lost race and programme revenue. Through these programmes, over €150,000 has been awarded to our clubs.



The Board was very conscious in 2020 that some level of normality will return in time and that we need to continue to plan for the long-term development of triathlon in Ireland.

Two key initiatives were delivered in 2020 →

Firstly, the Board decided to proceed with the planned appointment of a successor to CEO, Chris Kitchen. Chris has been instrumental in the development of Triathlon Ireland since he joined us in 2013. It is no exaggeration to say that the sport and the organisation are unrecognisable from when Chris took over and the Board would like to take this opportunity to thank Chris for his dedication and hard work. I personally am delighted to have made a friend for life and to know that Chris will continue to contribute to triathlon through his involvement as Vice-President of Europe Triathlon. We look forward to seeing him racing in Ireland soon.

Following a highly competitive international recruitment process, the Board were delighted to appoint Darren Coombes as our new CEO. Darren had been with Triathlon Ireland for five years as Operations Director and the Board sees his appointment as a validation of our strategy to hire and develop talented sports administration professionals. The Board is very confident that Darren's strategic outlook and operational management ability will help deliver on our ambitious plans for the future.

The second long-term priority of the Board was to build our new 2021–2028 Strategy which will be launched at our AGM.

This strategy builds on our 2017–2020 BeMore strategic plan and takes a longer term view in order to mirror the National Sport Policy in the Republic of Ireland. We were heartened by the amount and depth of the engagement from our clubs to help build this strategy and I believe it lays out a clear roadmap for our board and executive in their work to develop our great sport.



As we close out our 2017-2020 Strategy, I am pleased to advise that we have achieved the vast majority of our strategic goals →



9,757 → **11,310 members**

Increase in membership from 9,757 to 11,310 (with club members growing from 62.6% to 75.4% of this total)

1,779 → **2,751 juniors**

Increase in junior members from 1,779 to 2,751

37% females

Female membership at 37%, female club chairs increasing from 9% to 42% and female representation at board level increasing from 12% to 33%

 $43.3\% \rightarrow 65.6\%$ clubs

Increase in the amount clubs with a junior section



Implementation of and compliance

with the Governance Code for Community, Voluntary and Charitable Organisations.



Diversification of our revenue streams,

the recruitment of a new title sponsor and the establishment of a strong financial reserve.



The creation of a new brand identity

for our organisation which more effectively communicates our values and culture.



During 2020, the staff and the Board of Triathlon Ireland continued to participate at an international level with representation on the executive boards, committees and commissions of Europe and World Triathlon. This is part of our strategy to influence the development of the sport internationally and learn from best practice. It is our intent to maintain and grow this representation. Domestically, Triathlon Ireland continues to be represented on the Executive Committee of the Olympic Federation of Ireland.

On the field of play, some races did take place, but our BMW Triathlon & Duathlon National Series had to be postponed to 2021. I would like to compliment our race organisers and clubs for the professional way they adapted to a difficult situation and for their extensive planning for what we hope will be a successful 2021 race season.





On the international front, we missed watching our High Performance athletes compete on the world stage. Most obviously, Tokyo 2020 was postponed and I know our athletes have wintered well and are chomping at the bit to get back racing and represent us at this year's Olympics and Paralympics. We wish them every success.

An organisation the size of Triathlon Ireland depends on an ecosystem of partners and supporters to succeed. Our funding partners, **Sport Ireland and Sport Northern Ireland, have been hugely supportive in both advice and financial support and we are extremely grateful to them for keeping the importance of sport top of the political agenda.** In addition, our sponsors have been extremely loyal, despite many of their businesses being severely impacted. This demonstrates the partnership approach we have built with our sponsors and the long-term value they see in this relationship. I would like to express our sincere thanks to our sponsors for their continued support.

We are extremely fortunate to have a very talented and dedicated group of staff who have really excelled this year. I know first-hand that there were many late nights and weekends of work as we reacted to imposition or relaxation of restrictions, set up new online training and racing formats and submitted funding requests for our clubs and the organisation itself. The Board would like to express our sincere gratitude to our staff for their incredible work during 2020.

Finally, I would like to thank the Board for their work and support during a challenging year. We welcomed Emma Killian and Anna Deegan to the Board in 2020 and they certainly hit the ground running and have made a very positive contribution. I would also like to pay a special thanks to Aoife Nash and Karl Vekins who step down from the Board after two terms. They have both contributed greatly to our success and I know will continue to be involved in triathlon into the future.

As we face into our 2021 season with some uncertainty, I know that our great triathlon community will rise to whatever challenge we face and I wish you and those closest to you all the best in sport.

ceo's report

Darren Coombes | Chief Executive Officer



None of us will ever forget the year 2020. For Triathlon Ireland, it was a time of unprecedented challenges and rapid adaptations. The 2020 Annual Report reflects on the year that was; by shining a light on the challenges faced by each of the internal staff team departments; detailing some important and unexpected highlights across a bleak year for sport and society; and by sketching some thoughts on what 2021 will bring.

This time last year, Triathlon Ireland was the first sporting NGB to deliver a virtual AGM – a steep learning curve and a challenge we executed well. We could not have foreseen that 12 months on we would once again be delivering our Annual Meeting in the virtual space – we do so with a strong wish to see you all in person and engage in a healthy exchange of ideas. We look forward to that happening in the near future.





Triathlon Ireland could not have anticipated in March of 2020, that our biggest participation events across 2020 would be on the virtual cycling world of Zwift, in people's living rooms through our Daily Videos and in local roads and streets through the Run and Ride for Pieta and Run Your Neighbourhood programmes. COVID-19 prompted us to re-imagine how we deliver for our members, and as a community, we have had to take stock of how we can support each other when under the most stringent of restrictions.

From a personal perspective, I look back on 2020 with an immense and overwhelming pride in both the staff team and the community we serve. It is a genuine privilege to lead such a committed and talented team. As this report highlights repeatedly, the staff team has stepped-up in the most challenging of circumstances and provided as much activity, service and support to our membership as we could imagine – a team filled with innovation, customer focus and agility to move quickly from the outset of the pandemic. From pilates, Strength and Conditioning, cookalongs, turbo training sessions, Zwift racing, Run & Ride for Pieta and more, we have kept the community as engaged as we could. All the while looking to recognise our Front Line workers within the community and build capacity to deliver events in a COVID-19 safe manner.

We have taken huge inspiration from the creativity of our clubs in bringing their members together in unique, fun and creative ways. The level of member retention in the majority of clubs which has been fantastic to see and shows in measurable terms the value of clubs to their members. Looking into 2021 and beyond, perhaps we have all learned new ways in which we can engage with and service the triathlon community that will last beyond the current difficulties.





From the earliest days of the pandemic, the staff team worked closely with the Board, tapping in to the expertise, experience and insight that we are fortunate to have serving the triathlon community. We collaborated with our funders in Sport Ireland and Sport Northern Ireland, and it was gratifying to see both bodies recognise the contribution of Triathlon Ireland to the sporting landscape on the island with a significant investment towards the end of the year on top of existing funding commitments. This support has been vital – and we have also been in a position to support clubs who have needed financial support, with over €150,000 of funding going directly to the club community through Sport Ireland and Sport Northern Ireland schemes.

Our sponsorship partners stuck by us throughout, supporting a pivot towards activation in the virtual space and ensuring we could still offer sport to our community. Our title sponsor BMW in particular, should be recognised for their loyalty and constant support and we look forward to continuing to work together in 2021.

As Lochlann sets out in the President's Report, our immediate priority was to protect the organisation financially against COVID-19 and to ensure that we are positioned to continue to serve our members and build on the remarkable growth of the sport over the past decade.

In our Finance Report, we detail a careful and considered approach taken with significant state support through 2020, that has contributed to an end of year picture that offers some protection to both programmes and posts for what will be a very challenging financial year in 2021.



Triathlon Ireland is about to embark on the delivery of a new 2021–2028 Strategic Plan following the most extensive stakeholder consultation we have ever conducted. This plan gives us a roadmap for where we want to bring the organisation, and captures an exciting vision for the future of the sport in Ireland. I look forward to working with all of our stakeholders in delivering this Plan and engaging with you all in more detail when the plan is published. I'd like to thank our partners Kotinos and Teneo, who have provided significant expertise on the development of the strategy, but most of all, thank our club leaders, coaches, officials, athletes and race organisers who took time to add their voice to the consultation process.

At Board level, I am immensely grateful for the support and expertise offered by the volunteer Directors and Committee members, who serve on behalf of the Community.

In particular, I would like to thank our outgoing President, Lochlann Walsh for his advice, guidance and challenge over my first six months in the role of CEO. Lochlann has served the organisation superbly over both of his two terms. He leaves Triathlon Ireland having led on a transformational capacity-building programme. The legacy of this is that Triathlon Ireland has been recognised as an outstandingly governed, member-focused organisation that attracts significant level partnership from both the private and public sectors. On behalf of the executive team, I'd like to thank Lochlann for his leadership of the sport. We are difficult to escape from, and we look forward to continuing to work together as Lochlann remains involved in the sport through Europe Triathlon and World Triathlon Age Group commissions – and most importantly as an active triathlete.







Looking to 2021, it is a challenge to pinpoint where we will be as the year progresses. As vaccination accelerates and restrictions ease, we are confident and excited about a return to racing – at all levels. We look forward to the launch of our new Youth Series which offers a competition pathway for our young athletes and builds on the strong work of our junior clubs, Development Officers and Tri Heroes programmes to grow junior

triathlon in Ireland. We are hopeful that our BMW Triathlon and Duathlon National Series will showcase the best event experiences that the country has to offer. Finally, this summer will see our inspirational Olympic & Paralympic triathletes finally get a chance to perform on the global stage – we look forward to supporting their qualification journey to Tokyo and to providing every resource possible to enable them to achieve their potential and fulfill a dream.

In 2020, above all, I have been continually impressed by the commitment and innovation of the members, clubs, race organisers and officials; as well as the Board and staff of Triathlon Ireland. Thank you all for your contributions in 2020 and I look forward to working with you all over the remainder of 2021 and beyond.

finance report

Linda O'Connor | Finance Manager (Executive Staff)

Ruth Quinlan | Administrator

Conor MacGuinness | Finance Director (Board)



The financial statements in this report summarise the detail of Triathlon Ireland's financial performance over the course of 2020.

While the accounts appear to be guite positive - ending with a large surplus, this surplus is generated from Government funding received at the end of 2020. The funding was initially designed to support organisations with COVID-19 related losses in 2020 but was expanded to also support immediate 2021 challenges. It is important to add some narrative to the challenges Triathlon Ireland faced in 2020 and will continue to face into 2021. Any gains in 2020 are somewhat artificial and will be wiped out in 2021.

In March 2020, the COVID-19 pandemic forced the cessation of all triathlon related activities and the country entered a prolonged period of lockdown. When the crisis first hit, the Company took immediate action by examining the financial implications of various scenarios and developing contingency plans as a result. This was incredibly challenging as the situation was extremely fluid and uncertain. A crisis committee of Table Officers and staff was established to allow for timely decision making in what was a fast-moving situation. This committee met on numerous occasions throughout the year.

One of our financial objectives from our 2017-2020 Strategic Plan was to achieve a diversity of income from a broad range of partners, investors, customers and initiatives. We have achieved this over the past number of years as we have become less dependent on major funders Sport Ireland and Sport Northern Ireland and developed our own income streams which in total accounted for approximately 60% of our total income. However, as a result of COVID-19, this diversification left us exposed. Membership & One Day Licence (ODL) income streams were impacted severely due to race and training restrictions, which in turn affected some of our sponsorship agreements. In the end, we only achieved 60% of our budgeted membership income, which was a shortfall of approximately €300k. Similarly, we only achieved 60% of budgeted income across other streams; namely sponsorship, events, coaching and development activities which led to a further shortfall of approximately €150k. We took immediate action to curb expenditure and continued with this approach while Government support became available through the wage subsidy schemes and Sport Ireland resilience funding, which was received at the end of 2020. This accounts for our year end surplus.



Triathlon Ireland availed of the Temporary Wage Subsidy Scheme and Employment Wage Subsidy Scheme from April through to December. In total, the schemes were worth approximately €240k and helped to alleviate massive financial pressure on the Company. At the time, there was a lot of uncertainty around how long the schemes would remain in place and amendments were being applied to the schemes on almost a weekly basis. This meant we had to keep a close eye on our eligibility as the schemes were updated.

Key Achievements →

- → Surplus of just over €200k achieved in 2020 which has increased our reserves accordingly. A deficit of a similar amount is anticipated in 2021 which will decrease our reserves by the same amount.
- → With the assistance of Sport Ireland and Sport Northern Ireland, we were able to put in place a Club Sustainability fund to which clubs suffering financial hardship could apply to for assistance. 10 of our clubs applied for the Sport Ireland funding and were successful receiving a total of €103,475 in funding. Two of our clubs applied for the Sport Northern Ireland sustainability funding and were successful receiving a total of £44,982.

- → Triathlon Ireland has been extremely fortunate that almost all our commercial partners maintained their financial relationship with us in 2020 and we are profoundly grateful to them.
- → In addition, the funding and assistance Triathlon Ireland has received to date from both governments North & South, Sport Northern Ireland and Sport Ireland, has placed us in a strong position to steer the sport through an extremely difficult period in 2020, for that we are extremely grateful.



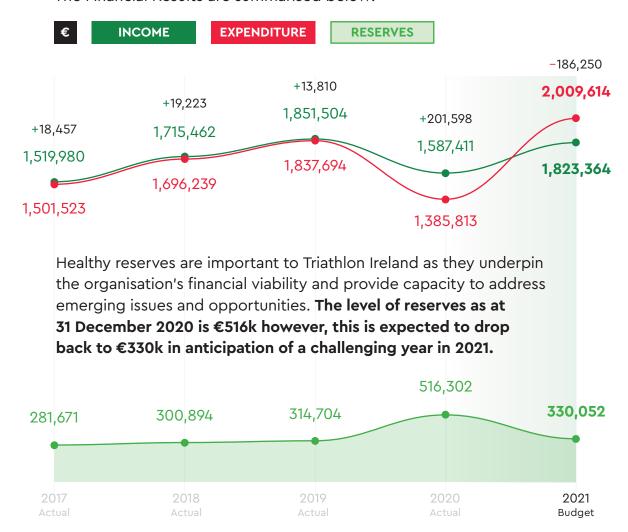
Key Achievements →

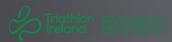
Whilst Triathlon Ireland has generated a surplus in 2020 (due to significant Government COVID-19 support received from Sport Ireland, reduced expenditure and reduced staffing), these funds are required to address the negative impacts of the pandemic on revenues in 2021.

The 2021 budget approved earlier this year will be a deficit budget of approximately €186k so it is anticipated that the 2020 surplus & 2021 deficit will largely net out.

As COVID-19 continues to limit gatherings, it is envisaged that the organisation will be better placed to deal with the subsequent negative financial impacts. The surplus will give us some time as we progress throughout 2021 and hopefully we will have a clearer picture as to what the outlook is in terms of returning to some semblance of normality.

The Financial Results are summarised below:





Outlook for 2021

The COVID-19 pandemic has created and continues to create a number of significant risks around certain income streams pertaining to gatherings. Our commitment to strong financial management over the past number of years has placed us in a strong position to weather the storm that COVID-19 has thrown at us.

We have been very proactive and cautious with our approach to not only surviving the pandemic, but to balancing that with a focus on a longer-term strategy that will see us come out of this period as strong as possible. We end the year in a position that on face value looks extremely good, however, we acknowledge that the unknown future challenges will test this greatly and we are preparing accordingly. We are not looking at this year in isolation, we are looking at the longer-term cycle and acknowledge the swings and roundabouts that are ahead.

Protecting the longer-term future of the company remains a priority for the Board acting on behalf of the members and key to this is maintaining the structure and skills of the organisation so that it is capable to rebound into action once restrictions are relaxed to a level where races and activities can occur.

The crisis committee of the Board will continue to meet over 2021 while the pandemic is ongoing and will monitor the public health situation and government restriction's impact on the company's activities. They will also work with the CEO in order to make decisions in an informed manner on the best course of action for the financial stability of the organisation and in accordance with its strategy and objectives.



Financial Review 2020

Statement of

Comprehensive Income \rightarrow

Statement of

Financial Position \rightarrow

The following information has been extracted from the full statutory accounts. €

The following information has been extracted from the foll statutory accounts.		
Income	1,851,504	1,684,955
Gross Profit	1,851,504	1,684,955
Expenditure	1,837,694	1,483,357
Operating Surplus	13,810	201,598
Surplus for the year	13,810	201,598
Fixed Assets	212,279	181,178
Tangible assets	212,279	181,178
Current Assets	103,448	114,700
Debtors: amounts falling due within one year	366,325	826,659
Cash at bank and in hand	469,773	941,359
Creditors: amounts falling due within one year	367,348	606,235
Net current assets	102,425	335,124
Total assets less current liabilities	314,704	516,302
Net assets	314,704	516,302
Capital and Reserves Retained Earnings	314,704	516,302
Members' funds	314,704	516,302
	2019	2020



The Financial
Statements for 2020
have been approved
by the directors of
the Irish Triathlon
Association CLG
and give a true
and fair view of the
assets, liabilities and
financial position of
the company as at
31 December 2020.

The Financial Statements have been audited by Woods and Partners Limited and in their opinion:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2020 and of its profit 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'
- have been properly prepared in accordance with the requirements of the Companies Act 2014

audit committee report

Conor MacGuinness, Bernard Hanratty, Darragh Rea | Audit Committee Members



The Audit Committee's purpose is to provide an additional layer of financial control. The Committee should provide an independent and objective review of the financial reporting process, internal controls and the audit functions of an organisation. Its role is advisory rather than supervisory in nature.

Tasks completed during the year

External Audit

External Auditors presented a clean 2020 audit and a summary of internal controls to the Board of Directors and confirmed that internal controls were adequate and there were no concerns they wished to bring to the attention of the Audit committee.

Committee Meetings

Committee met on a number of occasions during the year. The CEO and Finance Manager attended these meetings as appropriate.

Reporting to the Board

Chairperson of the committee provided regular updates to the Board on the committee's activities.

2021 Activities

The Committee has undertaken to update the Company's risk register, review Company's internal controls, policies & procedures in 2021.

anti-doping report



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

Triathlon Ireland has adopted the **Sport Ireland Irish Anti-Doping Rules.**

These rules are the fundamental document upon which the Irish Sport Anti-Doping Programme is based and are in compliance with the World Anti-Doping Agency (WADA) code.

In 2020, we continued to implement the Triathlon Ireland Clean Sport Education Strategy, which focused on risk and priority groups for information, communication and education on clean sport and anti-doping. The group included Athlete Support Personnel (ASP), coaches and Elite National Championships athletes.

Triathlon Ireland faced challenges with regards to testing at events in 2020 as the landscape was changing on a regular basis due to COVID-19. This is expanded upon in the KPIs section.

Triathlon Ireland successfully delivered online face to face education sessions which became the most effective way to conduct Anti-Doping education. This will be carried forward into 2021.

Competitors in the Elite National Championships would have been targeted for online education before the event. However, athletes did not need to complete the education as there were no 2020 Elite National Championships due to COVID-19.

International age groupers who travel abroad are also asked to complete and submit their Anti-Doping education cert to their Triathlon Ireland account. Again, due to COVID-19 this was not requested as part of the education programme.

In November, Triathlon Ireland and Sport Ireland jointly announced that high performance athlete Ben Shaw had committed an anti-doping rule violation. He accepted a period of ineligibility of four years commencing on the 22nd of July 2020 and was removed from the Sport Ireland Registered Testing Pool (RTP).



Triathlon Ireland now has three elite athletes on the Sport Ireland RTP.

Triathlon Ireland continues to promote awareness of Anti-Doping for members through the following documents:

- → Membership Waiver Form
- → Competition sign on waiver form
- → Anti-Doping Information for Race Organisers
- → Anti-Doping information for Elite National Championship and age group athletes

Triathlon Ireland Anti-Doping

The above documents have been not changed and meet Sport Ireland Compliance requirements for 2021.

Key Performance Indicators

Four Education sessions continued virtually

Triathlon Ireland looked at other ways to continue to deliver key sessions. The following groups were identified for face to face online education in 2020:

- → High Performance athletes and Para-Triathlon athlete support personnel
- → High Performance Athletes face to face
- → Emerging Talent Programme athletes
- → Teenage Training Group

Development of the Triathlon Ireland Clean Sport Strategy (2021-2024)

In Competition Testing

1 test at the National Aquathlon Championships: The Lake at Kilrea Aquathon - 14 fewer tests than the previous year due to COVID-19

Out of Competition testing

9 Tests - two less than the previous year



Key Achievements

- 1. Maintaining a strong relationship with Sport Ireland Anti-Doping throughout the year
- 2. Building a relationship with the Teenage
 Training Group, to allow
 Triathlon Ireland to deliver education and share
 a Clean Sport culture
 from grassroots level.
- **3. Education sessions** were adapted to online delivery including quizzing junior athletes during a turbo session.

Outlook for 2021

Triathlon Ireland has an opportunity to develop online education and innovative forms of delivery to reach more groups. The WADA eLearning and the Sport Ireland 'Sample Collections Procedures' online education modules continue to be used as part of the Triathlon Ireland Clean Sport Education strategy for Anti-Doping awareness.

Triathlon Ireland's Clean Sport Strategy (2021–2024) will be launched this year. This exciting and comprehensive strategy will sit under the main Triathlon Ireland strategic plan and will ensure that Clean Sport is kept to the forefront. The strategy will also build on the strong clean sport culture Triathlon Ireland has in place.

COVID-19 still presents a challenge for in-competition testing in 2021. However, Triathlon Ireland will seek to engage race organisers and clubs to promote and support Clean Sport. Clubs and race organisers applying for inclusion on the Major Events calendar have been advised of the requirement to nominate an Event Contact Person.

Anti-Doping education is an important part of Triathlon Ireland's Coach Education programme, and Triathlon Ireland requires all our coaches to complete and submit their WADA eLearning certificate for their qualification. The certificate is uploaded, checked and approved before they can access their coaching certificate. It must be renewed every two years. Coaches who have taken part in the more recent coaching courses undergo an annual revalidation process on the World Triathlon Hub which includes any new Anti-Doping information or rules.

operations – events, membership and age group

Orla Nugent | Operations Manager

Julie Dunne | National Events Coordinator

Roisin McCarthy | Project Executive

Kevin Power Kelly | Membership, Project Executive, Age Group Lead

Claudia McDonagh | Aspire Graduate



The operations department covers membership, events, governance and international age group.

Membership

COVID-19 had an extremely detrimental impact on membership. By the end of January, usually the busiest month for membership, figures were up by 21% on the previous year. Due to cancellation of many of our calendar events, we ended up with a 17% decline in membership. In particular, the loss of one day membership had a serious impact on membership revenues. One exception was club membership, which remained high, this was due largely to the hard work and dedication of clubs who were vibrant engaged communities during lockdown. We delighted to recognise some of these clubs through the 2020 Triathlon Ireland Recognition Awards.

Events

In January and February, we delivered a number of sanctioned events including three BMW Duathlon National Series and the first of the Youth Series format hosted by Athy Triathlon Club.

While the majority of events did not take place in 2020, a number of races did take place and Triathlon Ireland worked closely with Race Organiser to ensure that COVID-19 measures were implemented in line with Government recommendations.

A substantial amount of technical work was also carried out in collaboration with Sport Ireland and Sport Northern Ireland, to create club guidance documents which allowed club activity to continue where possible.

Led by the marketing team, the operations team supported a number of virtual initiatives including the Triathlon Ireland Zwift leagues, Run & Ride for Pieta, Run Your Neighbourhood, and Evolve seminars. With or without Covid-19 restrictions, the precedent has certainly been set for online events and we will continue to offer these to members in future.

In early October, Triathlon Ireland's new event and race management system was launched, the additional functionality to both race organisers and members will be valuable and allows for greater functionality for registrations, reporting, event sign-on processing, and seamless integration with the membership of the organisation.



Age Group

We were delighted to send thirteen Irish Age Group athletes to represent Team Ireland at the Europe Triathlon **Duathlon Championships in** Punta Umbria, Spain in early March. Unfortunately, all other World Triathlon and **Europe Triathlon events were** postponed or cancelled.

Key Achievements

- → Developed a competitive and inclusive racing format aimed at our youth and junior membership;
- → Moved the Triathlon Ireland Local Technical Official course online making it more accessible to all members;
- → Implemented Triathlon Ireland COVID-19 event guidelines mirroring World Triathlon and Government advice;
- → Supported and worked with technical officials and race organisers to deliver seven sanctioned events that ensured social distancing in the new normal;
- → Introduced a new Event Organiser communication platform and provided Sharing Practices Series to encourage collaboration;
- → Maintained compliance with the Community, Voluntary and Charity Governance Code.



While the possibility of in person events in 2021 remains uncertain, Triathlon Ireland has prepared a series of event contingency plans to allow our sport take advantage of any easing of restrictions. We continue to engage regularly with our race organiser network and are confident that if conditions allow, triathlon can proceed as a socially distanced mass participation sport under the detailed measures we have drawn up.

marketing, communications and sponsorship

Kevin Keane | Head of Communications, Marketing and Sponsorship

Joanna Doran | Digital Marketing Executive



While some activities familiar to any normal year continued in 2020, COVID-19 transformed Triathlon Ireland's marketing operations from those focussed on growing the sport to creating and delivering virtual activities; informing our community about COVID-19 restrictions; and developing new activation opportunities for sponsors unable to access our audience through physical events.

All of these were done in close collaboration with colleagues in the events, operations, development and high performance teams.

The year began with the launch of a marketing campaign designed to reposition duathlon, better acknowledge the motivations of those who take part, and promote the sport as an attractive, exciting activity in its own right.

The 'This is Duathlon' campaign is designed to run over a number of years and will be evolved further once duathlon returns in 2021.

The onset of COVID-19 required extensive teamwork with colleagues to interpret and clearly communicate restrictions and how they apply specifically to the sport of triathlon, an endeavour that continued throughout the year.





The COVID-19 period saw the creation of wholly new programmes and events.

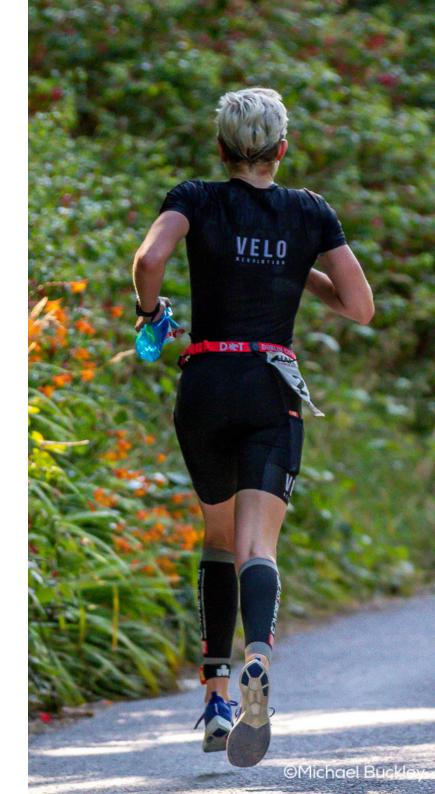
With our colleagues in High Performance and Development, almost 450 'At Home' live or on-demand exercise sessions were delivered, resulting in a record breaking volume of traffic to Triathlon Ireland's social platforms.

Almost 3,400 people took part in Triathlon Ireland's four virtual programmes staged throughout the year; and for a two week period in May 2020, Triathlon Ireland's Zwift League was the largest sporting event in the country.

Triathlon Ireland's Frontline Workers social media series allowed our community to recognise and thank triathletes working in crucial roles during the toughest days of the pandemic.

The promotion of Women in Sport is an extremely important element of Triathlon Ireland's marketing activities. In particular during 2020, an initiative to recruit and publicise the activities of eight female advocates was a strong component of the marketing departments involvement in the Equally Inspiring strategy.

Throughout the year the advocates' stories were highlighted on our social media platforms and they featured in Zwift Social Spins and a New toTri Panel Discussion as well as featuring in other programmes as requested. This team remain in place for the 2021 season.





Sponsorship

Delivering value for our sponsors was extremely challenging because of the cancellation of events due to COVID-19 and in many instances, Triathlon Ireland was unable to fulfil the specific terms of contracts focused on physical activations. In addition, a number of Triathlon Ireland's sponsors suffered dramatic revenue declines during 2020 as they were unable to trade as normal.

Despite this however, every one of Triathlon Ireland's partners stood by our organisation in 2020. Considerable work was undertaken to create new activation rights for sponsors around the 'At Home' exercise video series and Triathlon Ireland's virtual programmes. For example, during the first six months of the year alone, the number of social media activations carried out by Triathlon Ireland for our Official Partner BMW, increased by 44% on facebook and 31% on Instagram. Because of this, Triathlon Ireland were able to deliver a very valuable 25% increase in reach across both platforms for BMW related posts.

459 Videos

246 At-Home Training Videos

196 At-Home Zoom Exercise Sessions

13 Webinars

4 Virtual Challenges/Events (Zwift League, Virtual Running and Virtual Duathlon Events)

360,320 Views 11,520 Attendees

7740 At-Home Zoom Exercise Sessions

409 Webinars

3371 Virtual Challenges/Events (Zwift League, Virtual Running and Virtual Duathlon Events)



+8% Followers on Facebook +6.5% Followers on Twitter

+669% Followers on YouTube

+28.6% Followers on Instagram

While COVID-19 forced Triathlon Ireland to adapt new marketing and communication strategies, it also hastened the pace of trends in digital engagement which were already underway. In particular, Triathlon Ireland's hosting of two Zwift Leagues during 2020 was an initiative that would likely have begun in the coming years and one that is certain to remain a fixture of the off-season period, regardless of the COVID-19 situation.

Despite the better than anticipated sponsorship performance in 2020, the continuation of COVID-19 in to 2021, and the significant number of agreements up for renewal at the and of the year pose significant risks to the sponsorship landscape.

A particular challenge facing our organisation in 2021 will be marketing membership amid the continued uncertainty around physical activities. However there are signs of encouragement evidenced by the overwhelmingly positive support of Triathlon Ireland's membership renewal campaign throughout November and December 2020.

development and education

Niamh O'Gorman | Head of Education and Development

Anna Grealish | Connacht Development Officer

Nikki Bradley | Ulster Development Officer

Eleanor Condon | Munster Development Officer

Gary Crossan | Leinster Development Officer



Triathlon Ireland Development encompasses a number of areas including club support, inclusion and diversity and youth development. These include the programmes that Triathlon Ireland provides, facilitates or funds for clubs as well as support from the Triathlon Ireland development team. The Development programme supports clubs in setting up and growing their club through guidance, policies, workshops and Development Officer assistance. The Development programme also supports existing clubs through programme set up, programme funding and the Triathlon Ireland Evolve Club Standards programme. Development is responsible for partnerships with Local Sports

Partnerships, National Governing Bodys, schools and other organisations in order to broaden the reach of our programmes and support more people with entry into triathlon through new to triathlon participation and schools programmes.

Triathlon Ireland Education is a three tier coach education pathway aligned with World Triathlon coach education through the World Triathlon partnership programme. Triathlon Ireland currently has eight qualified Coach Developers who deliver courses.

Both development and education faced challenges in 2020. Development saw some dramatic and innovative

changes and adaptations in order to maintain club and member engagement and support clubs through 2020.

The Triathlon Ireland Coach Education courses rely heavily on face to face interaction because self development and coaching philosophy are central to these courses. As World Triathlon did not move to online delivery, Triathlon Ireland has not been in a position to deliver coaching courses and has instead looked to upskill current coaches through continuous professional development.





Key Performance Indicators

Maintaining club support

Supporting Triathlon Ireland's clubs to keep sessions going where possible with guidelines, advice and online training sessions including online turbo sessions, strength sessions, junior sessions and fun challenges. Providing information to clubs to support their members through the pandemic. Providing support to develop the club structures through the Evolve Club Standards programme.

Member engagement

Providing online programming to keep members engaged with triathlon and the Triathlon Ireland community.

Communication

open communication channels for clubs and members. Ensuring all of our members were informed about the most up to date guidelines around training under Covid-19 restrictions.

Coach engagement and support

supporting the development of our current coaches through continuous professional development with clear guidelines around coaching under COVID-19 restrictions.

Partnership and programme management

where programmes were unable to be completed, we aimed to offer alternatives and to maintain communication with the groups involved. We also aimed to maintain excellent relationships with the partners involved. New partnership development to facilitate online development programmes such as coaching continuous professional development and Women in Sport High Performance coaching.



Key Achievements

Partnerships and Collaboration

As a result of the challenge COVID-19 brought in 2020, Triathlon Ireland formed some new partnerships with other governing bodies and organisations who were also looking to develop and maintain engagement throughout the pandemic. Partnerships with Swim Ireland, Rowing Ireland, Cycling Ireland and the Irish Athletic Boxing Association resulted in Triathlon Ireland being part of a Women's Leadership programme and a Women's High Performance Coaching programme and Mentoring programme. Triathlon Ireland partnered with Cycling Ireland to run a webinar for coaches and a partnership with Sporting Pride which culminated in an LGBTQ+ New-to-Tri event in 2021. The development team maintained partnerships with the Local Sports Partnerships and were in regular contact to manage and maintain engagement with the participants who were unable to complete programmes due to restrictions.

Club Support

The Evolve Club Development programme continued with a webinar for clubs around mental fortitude and creating a culture of support in clubs. The Evolve Club Standards programme was launched giving clubs an opportunity to move from Bronze to Gold while improving club governance structures and processes. Triathlon Ireland introduced additional communications channels through the Slack platform to give club chairpersons an opportunity to share ideas and to allow Triathlon Ireland to communicate directly with them during a time when training and racing circumstances were evolving.





Youth Development

Triathlon Ireland seized the opportunity to collaborate with junior clubs in the delivery of online training sessions with junior athletes. Driven by clubs and Triathlon Ireland Development Officers, the numbers of juniors taking part increased rapidly. The development team managed to run face to face junior camps with 200 juniors in attendance overall and in addition, the Tri Captains secondary schools programme was piloted, introducing transition year students to triathlon and triathlon coaching.

Coach Support

Triathlon Ireland partnered with Cycling Ireland to run a webinar for coaches about adapting coaching methods and delivered online continuous professional development to support coaches in returning to open water sessions. New coaches were given the opportunity to sign up to the World Triathlon education hub and begin the pre reading for the coaching courses.





Outlook for 2021

Looking forward to 2021, there are still some significant challenges for development and education under the ongoing restrictions. However, due to the nature of online delivery, there are still opportunities to progress education and develop programmes through online delivery in 2021.

Clubs

Development will maintain club support through programme funding opportunities, development team support and continued roll out of Triathlon Ireland programmes to support member engagement for clubs. The development team will continue to assist clubs to complete the Evolve club standards programme which will assist in establishing good governance protocols in clubs. There will also be a further roll out of a series of Evolve Club development seminars.

Youth Development

2021 will see a focus on youth development. Triathlon Ireland wants our junior athletes to have a say in their sport and will look to develop a junior commission to give them a voice. This will include junior and parental consultations. The uptake in the Zoom turbo sessions saw juniors from clubs all over the country interact and as the group grew, additional sessions were added to allow for different ages and ability levels to train together. Triathlon Ireland will look to replicate this in 2021 with in person training groups in the format of regional training hubs. Using a network of qualified coaches these hubs will have a direct link to the Triathlon Ireland development and the High Performance units.





Inclusion and diversity

2021 will see the launch of the 'Triathlon for All' inclusion strategic plan. A working group will develop an action plan to roll out programmes and initiatives to remove barriers to our sport, welcome new members through nationwide programmes and assist clubs to run programmes in line with this plan.

Coach Education

We will continue to deliver CPD which will be open to new and current coaches in the format of a coaching masterclass programme and opportunities for coaches to network.

Partnerships

We will continue to engage with other NGB's and relevant organisations whose objectives align with ours to deliver programmes in clubs, community and online settings.

Return to Training Protocols

We will maintain a high level of comms with clubs and members to keep them informed and up to date with the latest developments around a return to training.



high performance

Stephen Delaney | Director of Performance

Lynne Algar | Performance Coach

Michael Black | National Head Coach

Petra McFadden | High Performance Unit Manager

Eamonn Tilley | Paratriathlon Technical Director



The High Performance team is charged with developing athletes and para-triathletes to compete at Europe Triathlon and World Triathlon events. The team also manages elite entries for World Triathlon multi sport competitions.

Following an initial block of training and competition for senior athletes abroad and for junior athletes in Ireland, the 2020 season paused in mid-March with no indication of when it might restart. With Olympic and Paralympic qualification due to end in May and June, this was a very stressful time for athletes, coaches and the High Performance team as we attempted to understand the ramifications of information coming from World Triathlon and the Olympic and Paralympic movements, and how any decisions made might impact athletes.

Domestically, the impact of restrictions on training facilities was severe at all levels. Athletes preparing for Tokyo lost access to daily training environments and were unable to meet with their usual training partners for long periods. Development athletes had no access to swimming pools at times and this continued intermittently throughout the remainder of 2020.

Significantly, staff were unable to travel to work with or to observe athletes at domestic events. All these factors can impact on morale, particularly that most fundamental aspect of interactive personal coaching. We would like to acknowledge the resilience of staff, coaches and the triathlon community who found ways to make sport happen and performance sport achievable.

We were also delighted to welcome back Lynne Algar to our staff team which provided a huge boost. Lynne has worked with many of our current international athletes and we know she will continue to have a significant impact in the future.





Key Performance Indicators

Triathlon Ireland's High Performance Targets in 2020:

- → Qualify athletes for both the Olympic and Paralympic Games.
- → World Championships minimum Top 32 performance men and women, Top 8 in Paratriathlon.
- → European Championships minimum Top 16 performance men and women, Top 8 in Paratriathlon.
- → Qualify for the Junior World Championships in the men's and women's events via the European Championships with top 16 results.
- → Finish in the top 10 in the Mixed Team Relay competition at the European Youth Festival.





Key Achievements

The only event on the primary target list which took place was the Elite World Championships in Hamburg. This event was run under difficult circumstances with some international federations not travelling and many athletes, including Ireland's, arriving with no competition experience in the previous five months. The lessons learned from travelling to and competing in Hamburg will be important for the year ahead.

The year started well with positive performances in February and March from athletes targeting Tokyo. Athletes were in camp in Florida, preparing for World Cup events when international travel restrictions were put in place and we had to bring most athletes back to Ireland.

The team worked with Sport Ireland and Sport Northern Ireland, in conjunction with the Olympic Federation of Ireland and Paralympics Ireland, to enable travel to and from training for key recognised Tokyo athletes during periods of restrictions. This enabled some athletes to avail of training in the National Aquatic Centre and other

specified locations which remained open to a small number of key athletes. Both Sport Ireland and Sport Northern Ireland continued to support Triathlon Ireland financially through 2020 and onwards towards the rearranged Tokyo Games; and the 2022 Commonwealth Games in conjunction with the Northern Ireland Commonwealth Games Council. We would like to express our appreciation for all these stakeholders who have worked tirelessly to support and challenge us throughout a very difficult time.

We worked with our counterparts in Europe Triathlon on strategies for the development of the Youth and Junior areas of the sport and information sharing.

Athletes did not restrict themselves to triathlon and in particular were successful in cycling and athletics national and provincial championships, across junior and senior levels. With limited opportunities to swim or take part in triathlon, these events were important for many athletes to maintain morale and engage in competition.





Outlook for 2021

The outlook for 2021 remains difficult to predict. With limited swim training opportunities in particular and ongoing restrictions on travel, athletes will require time to come back to peak levels. However, we have witnessed incredible adaptability and commitment and are confident they will be ready when the opportunity arises to compete internationally again.

We have been assured that both the Olympic and Paralympic Games will go ahead as planned and currently Ireland holds a position in the qualification simulation which will allow us to send two athletes to the Games.

Domestically, we will continue to avail of opportunities with virtual platforms to work with and assess athletes. The competition timelines may require us to make selections based on data analysis if there is no early lifting of restrictions. We continue to work with our colleagues to build the long term future of the sport though developments in coaching, youth participation, women in sport initiatives and events.

The international calendar presents opportunities later in 2021 which look more secure, including the **Multi Sport and Sprint Distance World Championships** and the European Youth Festival. End of year events will be targeted for rankings as we prepare for the **2022 Commonwealth Games** and the anticipated start to the **2024 Olympic qualification period in May 2022.**



safeguarding

Niamh O'Gorman | National Safeguarding Officer



Safeguarding is a priority for Triathlon Ireland.

This encompasses child welfare and protection and safeguarding of vulnerable adults in our sport.

All events, club sessions and development programmes have safeguarding and child welfare at the forefront of their consideration, while the safeguarding ethos is embedded in our coaching and technical official courses; at club affiliation; and is a key consideration in event organisation.

In 2020, our organisation and clubs faced the need to adapt safeguarding protocols and procedures to allow vetting to continue. We also had to manage online and virtual interactions while maintaining engagement with our junior members.





Key Performance Indicators

- → Legal compliance and compliance with Sport Ireland and Sport Northern Ireland.
- → Best practice across all areas of our sport to create a child centered environment.
- → Safeguarding education.
- → Communication with clubs, parents and juniors about their needs.
- → Promotion of our policies and procedures.
- → Supporting clubs in the development of safe environments for junior and vulnerable members.

Key Achievements

Audits and Reviews

In 2020 we continued to build on the areas identified in the Sport Ireland Safeguarding Audit, including new and updated policies, improved communication with clubs and introducing junior consultations. The Child Protection in Sport Unit of Sport Northern Ireland completed a review of Triathlon Ireland's safeguarding policies and procedures and were satisfied that all key requirements were met and recommendations from the previous review had been put into practice.

Communication

A Club Childrens' Officer's Slack group was set up to improve communication directly with Childrens' Officers and to allow interaction between clubs.

Garda Vetting and Access NI

Both Garda Vetting and Access Northern Ireland continued using a COVID-19 protocol issued by the National Vetting Bureau and Access Northern Ireland.

Policy Updates

Policies were developed to allow the organisation and clubs to adapt to new risks, including the updating of Triathlon Ireland's organisational safeguarding risk assessment.

Staff Upskilling

Relevant Triathlon Ireland staff continue to maintain qualifications and upskill where required, for example with safe recruitment training.



Outlook for 2021

Safeguarding Education

2021 presents opportunities for further training and development as well as time for clubs to establish a safe environment for juniors in advance of having them at club sessions.

Triathlon Ireland will support clubs to create a child centered environment in order to support the development of junior athletes in our sport.

COVID-19 Protocols

Protocols will be put in place where necessary to ensure the safety of junior athletes. These will be updated and reviewed regularly.

Culture

In 2021, Triathlon Ireland will look to move towards a more embedded culture of child welfare through a broader range of education and support for clubs and coaches.

Junior Consultation

The landscape of 2021 presents us with a unique opportunity to engage online with juniors in order to get their input into how our sport should develop. Triathlon Ireland plans to ask them to be part of a junior commission which can advise us and help shape our sport for the future.

Communication and Promotion

Triathlon Ireand will continue to promote safeguarding to our clubs, parents and juniors and will continue to look at new ways to be as effective as possible in this exercise. Triathlon Ireland will seek to involve parents, coaches and committee members in consultations, to ensure they are informed and supported and to share a joint vision for a child centred approach in our sport.



technical committee

Jane O'Brien, Dave Broderick, Robert Duggan, Sue Horsburgh, Loren Harnett, Beata Kis, Hugh McAtamney



The Triathlon Ireland Technical Committee is responsible for guidance on event safety and fairness standards and is the most active of the subcommittees instituted by the Board.

The Committee is advisory in nature. Its duties are to:

- → Prepare resolutions concerning amendments to Triathlon Ireland Competition Rules for Board approval;
- → Advise the Triathlon Ireland Board and Staff Team on technical matters and respond to requests from the Triathlon Ireland Board;
- → Review the impact of proposed international changes on conduct of competition and recommend rule changes for Board approval;
- → Advise on curriculum & examinations for the Triathlon Ireland Technical Official Programme;
- → Advise on providing Officials for Triathlon Ireland Sanctioned Events
- → Promote the welfare and development of Technical Officials;
- → Advise and approve a specific quality assurance process for officiating at major and national events.





Triathlon Ireland 2018-2020 Technical Official Strategy →

This year, we will be launching our new 2021-2024 Technical Official Strategic Plan. Our aim will be to promote our Technical Official programme, build on the experience of our officials and ensure our sport is inclusive to all who wish to get involved in officiating.

Deliver a world class development pathway for Technical Officials, providing skills and knowledge to maximise their ability

Successful implementation and roll-out of National Technical Official course.

Ten validated ITU Level One Officials.

Maintain an active and engaged panel of Triathlon **Ireland Technical Officials**

Increase number of accredited Local Technical Officials by 20.

Increase number of accredited National Technical Officials by 10. Increase the number of **Local Technical Official** courses delivered from **3 to 8** annually.

women in sport

Anna Grealish | Women in Sport Lead

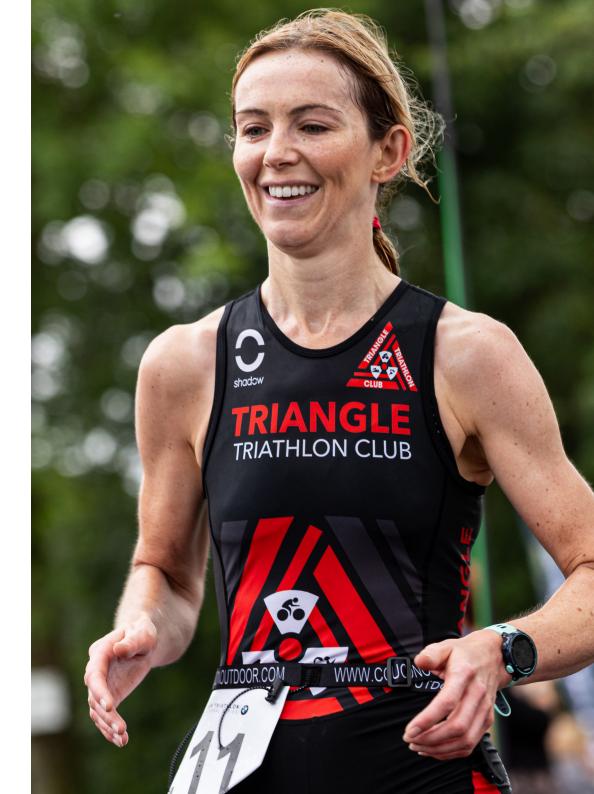


The Women in Sport programme for 2020 was centred around delivering more participation programmes, developing coaching pathways, leadership programmes and increasing our visibility in all areas of the sport.

We were able to deliver some participation programmes at the start of the year but COVID-19 brought many challenges in terms of delivery and event cancellations. We were able to use this as an opportunity to explore new participation programmes such as virtual training sessions or mass participation with online programmes. Triathlon Ireland used the opportunity to build strong relationships with other NGBs and as a result have collaborated on two very successful programmes related to High Performance coaching pathway development; and leadership.

Through communications and social media, we stayed in touch with our members using our Female Advocates effectively to drive participation, support wellbeing and mindfulness and to stay connected with our community.

Coaching opportunities moved online and allowed many to engage in pre-course reading, continuous professional development opportunities and networking in preparation for the return to practical coaching courses.





Key Performance Indicators

34%

Female participation rate in Triathlon Ireland's virtual events 2020

43%

Percentage of female club chairs

37%

Female Membership

46%

Female Junior Membership

33%

Gender Quota adopted at Board in April 2020

Key Achievements

Through strong networks and collaboration we have delivered two key programmes during 2020 all on a virtual platform.

Our high performance coaching pathway for females was oversubscribed by a ratio of 4:1. This programme was delivered virtually and we worked closely with the High Performance team to ensure its sustainability and have trained and put in place six coach mentors.

A need for a leadership programme was identified last year and we delivered an online collaboration with Swim Ireland and several other NGBs. Six women have taken part in the programme to upskill and support them in leadership roles.

Despite the majority of the participation events being postponed in 2020, we adapted to the restrictions and delivered a range of online activities for members and non-members alike. Virtual events such as 'Run Your Neighbourhood' and turbo training were highly successful for driving female participation. Overall, these events reached 1,145 women and girls in 2020. This is something we will continue to develop as a platform for engagement into 2021.



Outlook for 2021

This year will be an exciting time for women in sport. We will be launching our next four year strategy which is entitled 'Beyond the Finish Line' and which contains ambitious and challenging targets.

We will be continuing our work in participation, coaching, leadership and communications with new developments aimed at getting more teenage girls involved in our sport.

There are opportunities around blended learning for coaching and leadership development and we hope to have a wider reach than in previous years. We will engage in a different way with our existing and potential members to support and empower the women and girls in our sport. Our visibility campaign will continue to drive our commitment towards influencing change through our advocate programmes, social media and events.

We will continue to develop strong relationships with other NGB's and LSP's to support each other in the delivery of programmes and events.



appendix 1: agm minutes

Minutes of Triathlon Ireland Annual General Meeting

Saturday 18 April 2020, 13:00

Sport Ireland Campus & Virtual



1. Opening Remarks →

- 2. Apologies \rightarrow
- 3. Approval of Minutes \rightarrow

4. President's Report →

Lochlann Walsh (LW) welcomed everybody and thanked everyone for their virtual attendance. LW advised that Triathlon Ireland (TI) had obtained legal advice confirming arrangements to hold a virtual AGM and asked if anyone objected - no objections noted.

Chris Kitchen (CK) stated that there was a quorum of 55 members in attendance and reflected that votes may differentiate with people leaving the meeting as the meeting progressed.

CK then briefly outlined the procedure of how the AGM will take place. The meeting agenda was approved unanimously.

No apologies, List of attendees recorded.

The minutes from the 2019 Annual General meeting were presented to the meeting.

48 approved (91%) | 5 (9%) abstained

As such the minutes were approved without amendment.

President Lochlann Walsh presented his report and expanded on some of the content within. In particular, LW focussed on;

- → 2017–2020 TI Strategic Plan and the great progress made in meeting the plan's objectives;
- → Supporting club development through the Evolve programme & Get Men Moving programme;
- → LW discussed the 2019 constitutional changes and impact on board formation;



4. President's Report \rightarrow

5. Financial Director's **Report & Presentation of** Financial Statements →

- → Triathlon Ireland's international engagement in 2019 including representative on International committees and host of the 2019 Presidents Conference;
- → Development of an eight year strategic plan in line with SI National Sports policy.

LW closed by thanking TI staff led by Chris Kitchen and thanked clubs for their continued work.

Conor MacGuinness (CM) presented the Finance Report.

Ciaran Hartley of Olympian TC Asked is there a breakdown of expenditure by province

CK answered stating not immediately available and that we don't break down our expenditure on a per province basis but that we may be able to come back with some figures.

CM then requested approval of the 2019 Audited Accounts:

49 (96%) approved | 2 (4%) abstained

As such, the 2019 audited accounts were approved.

CM advised that while we would likely change auditors in 2021, we were proposing to continue with Grant Thornton following a tender process for a further year. The meeting voted:

Approval of 2020 Auditors.

43 (88%) approved | 6 (12%) abstained

As such, the meeting approved Grant Thornton as the auditors for 2020.



6. CEO Report →

7. Antidoping Report →

Chief Executive Officer, Chris Kitchen presented his report and expanded on some of the content within. CK discussed:

- → TIs progression through a 2013 vs′ 2019 comparison breakdown including the membership, club and financial growth;
- → Results from the Membership NPS survey;
- → Update on 2019 Triathlon Ireland programmes;
- → Outlined 2019 High Performance programme and international medals achieved.

CK closed by providing a status update on the current Covid 19 situation and impact on Triathlon Ireland.

Seamus Loughran, Newry TC funding towards membership and advice to refund?

CK advised too early to decide that.

Anne Marie Reidy, Tri Limits TC asked would TI be encouraging people to run out within 2k restriction?

CK advised better for the health of nation to not to encourage.

CK presented the 2019 Anti Doping Report.



8. Election of Officers 2019 \rightarrow

Position of Vice President:

Bernard Hanratty is running unopposed – results:

46 (96%) approve | 2 (4%) abstain

Result: Bernard Hanratty Duly elected as Vice President.

Ordinary Director 1 and 2 - LW explained the skill sets that the Board felt they needed and also the gender/regional requirements voted on to the Constitution by members in 2019.

There were eight candidates for the Ordinary Director vacancies:

→ Aisling Dunne	→ Emma Killian	→ Scott Walker

→ Alan Ryan → Gary Kelly → Simon Presswell

→ Anna Deegan → Paula Fitzpatrick

First OD results:

Aisling Dunne	6 (14%)
Alan Ryan	1 (2%)
Anna Deegan	17 (40%)
Emma Killian	9 (20%)
Gary Kelly	0
Paula Fitzpatrick	9 (20%)
Scott Walker	2 (4%)
Simon Presswell	0

Anna Deegan was duly elected to the Board as Ordinary Director

Second OD results:

Aisling Dunne	8 (16%)
Alan Ryan	0
Emma Killian	16 (33%)
Gary Kelly	0
Paula Fitzpatrick	22 (45%)
Scott Walker	1 (2%)
Simon Presswell	2 (4%)

Emma Killian was duly elected to the Board as Ordinary Director as the highest polling Connacht based candidate



9. AOCB \rightarrow

LW advised that motions received do not impact the constitution however, we will have an open discussion on the items received

Trilakes TC request a review of one day membership fees for non triathlon events.

→ LW advised and discussed with Anne Marie, Trilakes TC, the reasoning behind the current pricing structure in place by the executive. LW discussed the ongoing discussion and ways the TI board is working to add value and attract more members to triathlon.

Tri Lakes TC ask TI to engage with Cycling Ireland(CI) to create a joint Licence

- → LW advised we have a great working relationship with CI however, the main issue is around insurance. TI working with FIS, department of sport and other federations to intervene in insurance issues arising in Irish sport. LW advised that TI is happy to engage further once insurance issues are resolved.
- → David Kidd, Carlow TC had guery regarding Swim Ireland Joint Licence not covering the masters, and to make clear upon purchase.
- → CK answered that small steps for the moment with OW swims / governed by insurers. TI will work to ensure membership benefits outlined.

Middleton Triathlon Club, Ronan Forde request that races can only take part in NS three out of five consecutive years.

→ LW advised concerns about challenges putting on National Series - including regional & calendar spread and distance variance. The NS challenging to put additional rules in place.



9. \triangle OCB \rightarrow

10. \triangle OB \rightarrow

- → Ronan discussed the challenges around growing your club race. CK advised they don't disagree but would find it difficult to implement as another fixed constraint to an already rigorous appointment policy. LW added that TI will work to be more transparent with NS allocations.
- → Emmet Kelly, Waterford TC noted his experience that NS and Non NS income was the same due to less expenditure on NS events, additionally promoting races locally attracted locals.

LW formally closed the meeting, stopped recording and live stream.

LW, CK and TI board remained available after AGM formal close for Q&A with club delegates:

- → Deirdre Ni Challanain, Schull TC asked about NS sponsorship impact on local sponsors;
- → CK advised that our marketing manager will review and come back;
- → Paraig Smith, Virgina TC asked for advice on races being held in August;
- → CK advised it is still too early to tell but will advise as soon as possible;
- → Emmet Kelly, Waterford TC asked about TIs position on supporting high performance athletes who compete in non olympic distances;
- → CK outlined that the allocation of funding is prioritised for athletes racing in ETU/ITU races as this is where the funding strand can only be directed. Athletes racing in commercial races unfortunately do not fall under this funding strand;
- → Niall Mcgrath, Tinahely TC asked about refund on club membership or what can be reiterated to licence holders & ODM



10. AOB \rightarrow

Non Voting Attendees/ Panelists →

- → CK advised that it is still early to advise, ODMs will be refunded for all cancelled events. TI will continue to regularly update clubs & membership;
- → Mark Farquhar, TriLimits TC asked about confidence of racing beginning in July/August & have TI considered following on the NS to 2021;
- → CK advised difficult to say at the moment, TI will continue to monitor and update race organisers, clubs & membership.

TRIATHLON IRELAND BOARD

LW - Lochlann Walsh AN - Aoife Nash BH - Bernard Hanratty KV - Karl Vekins CM - Conor MacGuinness DR - Darragh Rea

IH - Ian Haseldine

CANDIDATES

AD - Aisling Dunne EK - Emma Killian ADee - Anne Deegan PF - Paula Fitzpatrick SW - Scott Walker AR - Alan Ryan

TRIATHLON IRELAND STAFF

MC - Michael Collins CK - Chris Kitchen ON - Orla Nugent RM - Roisin MacCarthy DC - Darren Coombes LO - Linda O'Connor



Club Delegates ∆ttendance List →

Declan O'Beirne | 3D Triathlon Club Donnacha McCarthy | 3 Rock Robert O'Brien | Athy Triathlon Club Frank Magee | Belpark TC Shane Collins | Blackwater Triathlon Club David Kidd | Carlow Triathlon Club Garry McCarthy | Carrick-on-Suir TC Una McGlone | Cavan Triathlon Club Catherine Redmond | Cork Triathlon Club Justine Keohane | Crosshaven Tri Club Ian Hillsdon | Down Triathlon Club Niall Lalor | Drogheda Triathlon Club Michael Collins | Ennis Triathlon Club Bernie McNally | Fingal TC Mark O'Dell | Glens CTC Irene Henebry | Kilkenny Triathlon Club Joseph Fitzmaurice | Killarney Tri Club Gareth Price | Kinsale Triclub Suzanne Teahan | Kenmare Tri Club Stephen Nibbs | KTR TC Cian Crosbie | Lanesboro Triathlon Club Liam Tinney | Letterkenny 247 Richard Chapman | Limerick TC Ronan Forde | Midleton Triathlon Club Aidan Murphy | Naas Tri Club Seamus Loughran | Newry Triathlon Club Shauna Mullan | Northwest TC Gavin Corrigan | Omagh Triathlon Club Ciarán Hartley | Olympian Triathlon Club

Richard Hughes | Peninsula TC Paul O'Donovan | Piranha Paul Byrne | Portmarnock Triathlon Club Niall Byrne | Pulse Triathlon Club Graeme Gourley | Poseidon Triathlon Club Deirdre Ni Challanain | Schull TC Rosemary Ryan | South Coast TC Mark Stephens | Swinford Ruth Shanahan | T3 TC Francis Foley | Tralee Triathlon Club Niall McGrath | Tinahely Tri Club Anne Marie Reidy | Tri Lakes TC Linda kinsella | Tri an Mhi Mark Farguhar | Tri Limits Peter Jack | Triangle Paul O'Gorman | Tried & Tested Dungarvan Niall Kavanagh | Trilogy Oonagh Morgan | TUNA Tri Club Paraig Smith | VTCC Emmet Kelly | Waterford Tri Club Des Hogan | Wicklow Triathlon Club Conor Buckley | Watergrasshill Ac Greg Wade | Wexford Triathlon Club

appendix 2: director's report and financial statements



Registered number: 351636

IRISH TRIATHLON ASSOCIATION CLG

(A company limited by guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

COMPANY INFORMATION

Directors Lochlann Walsh (President)

Karl Vekins

Aoife Nash (resigned 24 November 2020)

Darragh Rea

Bernard Hanratty (Vice President)

Ian Haseldine

Conor MacGuinness (Treasurer)

Tommie Loughran (resigned 18 April 2020) Anna Deegan (appointed 18 April 2020) Emma Killian (appointed 18 April 2020)

Company secretary Bernard Hanratty

Registered number 351636

Registered office The Courtyard

Sport Ireland Campus Snugborough Road

Dublin 15 D15 PN0N

Independent auditors Woods and Partners Limited

Chartered Accountants and Registered Auditor

Grattan Street Portlaoise Co. Laois

Bankers Allied Irish Bank

40/41 Westmoreland Street

Dublin 2

Danske Bank PO Box 183

Donegall Square West

Belfast

Solicitors Leman Solicitors

8-34 Percy Place

Dublin 4



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Statement of financial position	8
Statement of changes in equity	9
Notes to the financial statements	10 - 20

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

The directors present their annual report and the audited financial statements for the year ended 31 December

Principal activities

The principal activities of the Company are:

- •To embed clubs at the heart of triathlon, with clubs engaged and collaborating with Triathlon Ireland across all areas of the sport:
- To promote, develop and safeguard the sport of triathlon in Ireland;
- To promote the formation of an infrastructure of clubs with qualified coaches;
- To promote, organise, formulate rules, fix dates and venues for championships, trials and other competitions;
- To promote and regulate training courses for triathletes, coaches, technical officials and administrators;
- To act as the representative organisation for Irish triathletes on relevant international bodies; and
- To do other things as may, to the company in its absolute discretion, be deemed incidental or conducive to the attainment of the above projects.

Results and dividends

The profit for the year, after taxation, amounted to €201,598 (2019 - €13,810).

Directors

The directors who served during the year were:

Lochlann Walsh (President) Karl Vekins Aoife Nash (resigned 24 November 2020) Darragh Rea Bernard Hanratty (Vice President) Ian Haseldine Conor MacGuinness (Treasurer) Tommie Loughran (resigned 18 April 2020) Anna Deegan (appointed 18 April 2020) Emma Killian (appointed 18 April 2020)

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at The Courtyard, Sport Ireland Campus, Snugborough Road, Dublin 15.

Future developments

The company plans to continue in its present activities

Research and development activities

The company did not partake in any research and development activities during the financial year.



(A company limited by guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any
 relevant audit information and to establish that the Company's auditors are aware of that information.

Post balance sheet events

There have been no significant events affecting the Company since the year end.

Auditors

The auditor, Woods and Partners Limited, who were appointed during the year, shall continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board and signed on its behalf.

Lochlann Walsh (President)

Date: 25 February 2021

Director

Conor MacGuinness (Treasurer)

Director

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

DIRECTORS' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

The directors are responsible for preparing the Directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them
 consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board

Lochlann Walsh (President)

Director

Date: 25 February 2021

Conor MacGuinness (Treasurer)

Director



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH TRIATHLON ASSOCIATION CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Irish Triathlon Association CLG (the 'Company') for the year ended 31 December 2020, which comprise the Statement of comprehensive income, the Statement of financial position, the Statement of changes in equity and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2020 and of its profit 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH TRIATHLON ASSOCIATION CLG (CONTINUED)

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements;
 and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH TRIATHLON ASSOCIATION CLG (CONTINUED)

Respective responsibilities and restrictions on use

Responsibilities of directors

As explained more fully in the Directors' responsibilities statement on page 3, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: https://www.iaasa.ie/Publications/Auditing-standards. This description forms part of our Auditors' report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

No Delaney FCA for and on behalf of

Woods and Partners Limited

Chartered Accountants and Registered Auditor

Grattan Street Portlaoise Co. Laois

25 February 2021

TRIATHLONIRELAND.COM

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 €	2019 €
Turnover	4	1,684,955	1,851,504
Gross profit		1,684,955	1,851,504
Administrative expenses		(1,483,357)	(1,837,694)
Operating profit	5	201,598	13,810
Profit for the financial year		201,598	13,810

All amounts relate to continuing operations.

There was no other comprehensive income for 2020 (2019 - €NIL).

The notes on pages pages 10 to 20 form part of these financial statements.

Page 6



STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2020

	Note		2020 €		2019 €
Fixed assets					
Tangible assets	8		181,178		212,279
		-	181,178	-	212,279
Current assets			·		
Debtors: amounts falling due within one year	9	114,700		103,448	
Cash at bank and in hand	10	826,659		366,325	
		941,359		469,773	
Creditors: amounts falling due within one year	11	(606,235)		(367,348)	
Net current assets			335,124		102,425
Total assets less current liabilities		-	516,302	-	314,704
Net assets			516,302	-	314,704
Reserves					
Profit and loss account			314,704		300,894
Income statement			201,598		13,810
Members' funds			516,302	-	314,704

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A for small entities.

The financial statements were approved and authorised for issue by the board.

Lochlann Walsh (President)

Director

Conor MacGuinness (Treasurer)

Director

Date: 25 February 2021

The notes on pages 10 to 20 form part of these financial statements.

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2020

	Profit and loss account €	Members' funds €
At 1 January 2019	300,894	300,894
Comprehensive income for the year Profit for the year	13,810	13,810
Total comprehensive income for the year	13,810	13,810
At 1 January 2020	314,704	314,704
Comprehensive income for the year Profit for the year	201,598	201,598
Total comprehensive income for the year	201,598	201,598
At 31 December 2020	516,302	516,302

The notes on pages 10 to 20 form part of these financial statements.



(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

Irish Triathlon Association CLG is a Company limited by guarantee, having no share capital and incorporated in the Republic of Ireland (Registered number 351636) with a registered office at The Courtyard, Sport Ireland Campus, Snugborough Road, Dublin 15. It is a registered sports body.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2014.

The company qualifies as a small company as defined by section 280A of the Act, in respect of the financial year and has applied the rules of the "Small Companies Regime" in accordance with section 280C of the act and section 1A of FRS 102.

The preparation of the financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3.)

The financial statements are presented in Euro (€).

The following principal accounting policies have been applied:

2.2 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.3 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

2.4 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Buildings - 10% Straight line
Motor vehicles - 25% Straight line
Office equipment - 33% Straight line
Website development - 33% Straight line
Other equipment - 33% Straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.5 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.6 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Accounting policies (continued)

2.7 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the Statement of financial position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.8 Government grants

Grants are accounted under the accruals model as permitted by FRS 102. Grants of a revenue nature are recognised in the statement of comprehensive income in the same period as the related expenditure.

Government supports such as the Temporary Wage Subsidy Scheme that do not meet the definition of a grant under FRS 102 are netted off against the related expenditure in the statement of comprehensive income.

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Accounting policies (continued)

2.9 Foreign currency translation

Functional and presentation currency

The Company's functional and presentational currency is Euros.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Nonmonetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss except when deferred in other comprehensive income as qualifying cash flow hedges.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of comprehensive income within 'finance income or costs'. All other foreign exchange gains and losses are presented in profit or loss within 'other operating income.

2.10 Taxation

The company is exempt from corporation tax as a sporting body. The company does not carry out its activities for gain and accordingly has not provided for corporation tax. Irish Triathlon Association CLG is fully tax compliant.

Judgments in applying accounting policies and key sources of estimation uncertainty

Useful lives of depreciable assets

The annual depreciation charge depends primarily on the estimated lives of each type and component of asset and, in certain circumstances, estimates of fair values and residual values. The directors annually review these asset lives and adjust them as necessary to reflect current thinking of remaining lives in light of technological change, prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have significant impact on depreciation charges for the period. It is not practical to quantify the impact of changes in asset lives on an overall basis, as asset lives are individually determined, and there are a significant number of asset lives in use. The impact of any change would vary significantly depending on the individual changes in assets and the classes of assets impacted.



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

4. Turnover

An analysis of turnover by class of business is as follows:

	-	_
Membership and ODM subscriptions	466,913	738,921
Sport Ireland grants	775,363	588,242
Other income	56,444	159,698
Other grants	133,699	191,143
Sponsorship	154,992	173,500
Employment wage subsidy scheme	97,544	-
	1,684,955	1,851,504
All turnover arose in the Republic of Ireland and Northern Ireland.		
Analysis of grant income from Sport Ireland:		
Core grant	225,000	180,000
Women in sport	30,959	37,850
Carding	52,000	32,000
High performance	115,069	250,000
Contribution towards presidents conference	-	20,000
Aspire funding	23,135	23,392
Dormant funds	40,000	45,000
Paralympic games	4,000	-
Contributions towards special projects	4,200	-
Covid-19 grant scheme including sports innovation fund	281,000	-
	775,363	588,242

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media is the sponsoring Department for all Sport Ireland grant income.

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

4.	Turnover (continued)		
	Analysis of Other grants		
		2020 €	2019 €
	Sport Northern Ireland grants	133,699	181,143
	Olympic Federation of Ireland	-	10,000
		133,699	191,143
5.	Profit on ordinary activities before taxation		
	The operating profit is stated after charging:		
		2020 €	2019 €
	Depreciation of tangible fixed assets	96,609	79,968
	Exchange differences	17,813	(7,993)

2020

€

2019

€



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Employees

The average monthly number of employees, including the directors, during the year was as follows:

	2020 No.	2019 No.
Number of administrative staff	22	22
_		

The directors who served during the financial year did not receive any remuneration (2019 - €NIL).

The following number of employee's received total employee benefits (excluding employer pension costs) for the reporting period of more than €60,000;

	2020 €	2019 €
€60,000 to €70,000	1	2
€70,001 to €80,000	-	-
€80,001 to €90,000	-	-
€90,0001 to €100,000	1	-
€100,000 to €100,001	-	1
	2	3

Taxation

The company is a listed sporting body who have been granted tax exemption under Section 235 of Taxes Consolidation act 1997. Irish Triathlon Association CLG is fully tax compliant.

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Tangible fixed assets

	Buildings €	Motor vehicles €	Office equipment €	Website development €	Other equipment €	Total €
Cost or valuation						
At 1 January 2020	158,661	45,250	40,052	103,798	20,646	368,407
Additions	-		2,336	62,614	558	65,508
At 31 December 2020	158,661	45,250	42,388	166,412	21,204	433,915
Depreciation						
At 1 January 2020 Charge for the year on	31,732	28,250	29,557	51,751	14,838	156,128
owned assets	15,866	11,312	10,443	54,716	4,272	96,609
At 31 December 2020	47,598	39,562	40,000	106,467	19,110	252,737
Net book value						
At 31 December 2020	111,063	5,688	2,388	59,945	2,094	181,178
At 31 December 2019	126,929	17,000	10,495	52,047	5,808	212,279



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Prepayments 63,928 50,987 114,700 103,448

All amounts are receivable within one year.

Included within prepayments and accrued income are grants received under the sports capital programme (SCP 2014: €29k, SCP 2010: €12k). This funding is provided by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. The purpose of this grant funding is to fund sports equipment.

Total funding allocated under the 2014 Sports Capital Programme was €150,000. In 2015, we drew down funding of €77,862 in relation to this programme (subsequent sports capital programme balance €72,138). Sports equipment purchases totaling €45,816 were made in 2016 of which €17,100 were cleared for payment in 2017. The remaining balance of these sports equipment purchases is €28,716 (€45,816 - €17,100) and this is expected to be cleared for payment in 2021. This leaves a balance of €26,322 under the sports capital programme which will be claimed in 2021 (€72,138 - €45,816).

Triathlon Ireland was awarded a special allocation of €12,000 under the 2010 Sports Capital Programme. Sports equipment purchases of €12,000 were made in 2020 and these are expected to be cleared for payment in 2021.

10. Cash and cash equivalents

	2020 €	2019 €
Cash at bank and in hand	826,659	366,325
	826,659	366,325

IRISH TRIATHLON ASSOCIATION CLG (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

11. Creditors: Amounts falling due within one year

	2020 €	2019 €
Trade creditors	75,957	6,540
Taxation and social insurance	25,930	32,786
Accruals	49,582	42,099
Deferred income	454,766	285,923
	606,235	367,348

Trade creditors are repayable at various dates over the coming months in accordance with suppliers usual customary credit terms.

Taxation and social insurance are repayable at various dates over the coming months, in accordance with the applicable statutory provisions.

The terms of accruals and deferred income are based on underlying contracts. Included within deferred income are grants received from Sport Ireland detailed below.

	Opening deferred income €	Amounts received from Sport Ireland €	Amounts taken to income for the period €	Closing deferred income €
Sport Ireland - Grant Type				
Women in Sport	12,150	50,000	30,959	31,191
Carding	-	52,000	52,000	-
Dormant Funds	36,000	55,000	40,000	51,000
Core Grant	-	225,000	225,000	-
Aspire Funding	22,904	2,545	23,135	2,314
Paralympic Games	15,000	-	4,000	11,000
Contributions Towards Special Projects	-	10,000	4,200	5,800
High Performance	-	250,000	115,069	134,931
Covid-19 Grant Scheme Including Sports Innovation Fund	-	333,500	281,000	52,500
	86,054	978,045	775,363	288,736



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

12. Company status

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation. The total number of members for all categories at 31 December 2020 was 9,166 (2019 - 11,317).

13. Capital commitments

There were no capital commitments at the financial position date.

14. Commitments under operating leases

The company had no commitments under the non-cancellable operating leases as at the reporting date.

15. Related party transactions

There were no transactions to be disclosed as required under Financial Reporting Standard 102.

16. Post balance sheet events

There have been no significant events affecting the Company since the year end.

17. Approval of financial statements

The board of directors approved these financial statements for issue on 25 February 2021,



annual report

