



## Swim Ireland AGM 2020

Saturday 4 July 2020

Start time: 11:00

Swim Ireland Offices, Irish Sports HQ, National Sports Campus  
Blanchardstown, Dublin 15 & via Webinar

	<p>The Meeting went 'live' at 11.00am and Moderator Aisling McKeever, Swim Ireland Club Support Manager explained the Housekeeping Rules for the use of the GoToWebinar virtual platform to all Attendees to clarify the format and the functions to be used during the AGM. Aisling advised attendees that the Meeting would be recorded to facilitate Minute-taking, however the recording would not be circulated. She advised attendees that AGM documentation was available to everyone in the Handouts Section on the Control Panel. The documentation provided was:</p> <ul style="list-style-type: none"><li>• AGM 2020 Presentation,</li><li>• Swim Ireland Annual Report 2019</li><li>• Swim Ireland Standing Orders</li><li>• Notice of Motions &amp; Elections</li><li>• Financial Statements 2019, and</li><li>• 2019 AGM Minutes.</li></ul> <p>Aisling then handed over to Swim Ireland Chairman to formally open the meeting.</p>
<p>Welcome, Opening Address: Swim Ireland President, Eugene Hillick</p>	<p><b><u>Agenda Item 1: Welcome, Opening Address Swim Ireland President Eugene Hillick</u></b></p> <p>Swim Ireland Chairman, Peter Conway welcomed everyone to the AGM and advised that there were 104 Delegates in attendance, and therefore the quorum (50 Delegates) had been achieved. Attendee List is at Appendix A and Delegate List at Appendix B.</p> <p>The Chairman remarked on this historic occasion being the first time that the AGM involved Delegates and Attendees joining via webinar. He explained that the AGM was being run from a physical location at the Swim Ireland Offices in Irish Sport HQ, National Sports Campus, Blanchardstown, Dublin 15 in keeping with legal requirement but due to the restrictions on public gatherings due to the COVID- 19 Pandemic, Delegates were joining via Webinar. Staff based at Sports HQ were socially distancing from each other and appropriate training and measures had been put in place in advance to ensure their safety.</p> <p>He explained that attendees would be able to see people who were presenting on screen and that any comments or queries could be submitted via the Question Box facility and would be addressed with at the end of each presentation. He advised that the meeting would be conducted in accordance with Swim Ireland Standing Orders for General Meetings, a copy of which was issued in advance and was included in the handout section.</p> <p>Peter thanked everyone for their attention, and then invited Eugene Hillick, Swim Ireland President to give the Opening Address.</p> <p>Eugene welcomed everyone to the meeting and spoke positively about the impressive levels of engagement across the organisation on the online platforms. He congratulated family, staff,</p>

	<p>coaches, volunteers and athletes on their hard work and commitment, and their resilience through these very difficult times.</p> <p>He quoted Muhammed Ali: “I don’t count my sit ups: I only start counting when it starts hurting, because they are the only ones that count” and went further on to say that ‘I suspect that we have all been doing a lot of counting lately because there is no doubt that it is hurting right now’. He said that he has great faith in the organisation and our sport.</p> <p>2019 was the most successful year in Swim Ireland’s history to-date, on several fronts. Our athletes were beginning to feature on the World Stage; we provided an unprecedented level of support to our Clubs and Regions and we delivered more Education Courses than ever before.</p> <p>Eugene stated that there is no doubt that COVID-19 is a setback, but our Organisation is strong and is made up of passionate and committed staff and volunteers who really care about our sport. Eugene shared a special thank you to all members, staff, volunteers and members of our community who have been working on the frontline over the last four months.</p> <p>He finished his Opening Address with a Disney quote from Dory in “Finding Nemo”:</p> <p><i>“When life gets you down, do you know what you gotta do? JUST KEEP SWIMMING”</i></p> <p>He wished everyone a successful AGM and passed back to Peter Conway, Chairman. Peter formally introduced the Board Directors present and these were:</p> <ul style="list-style-type: none"> <li>• Board Secretary, Mary Haughney</li> <li>• Honorary Treasurer, Graham Beegan</li> <li>• Connacht Nominee, Patricia Cleary</li> <li>• Munster Nominee, Mariea Flanagan</li> <li>• Ulster Nominee, Gary Stoops</li> <li>• Member Director, Dara O’Mahony</li> <li>• Member Director, Colin Morrissey</li> <li>• Independent Director, Paul Hannigan</li> <li>• Independent Director, Noel Hiney</li> </ul> <p>The Chairman then introduced Sarah Keane, CEO and staff in attendance in HQ for the meeting: Director of Operations and Company Secretary, Mary McMorrow; Club Support Manager and AGM Moderator, Aisling McKeever, Discipline Support Manager and AGM Moderator, Sarah Kelly, Operations Administrator and AGM Minute-Taker, Sasha Maguire and Competitions Manager Pat Daly who was acting as COVID-19 Officer.</p> <p>Peter Welcomed the members of our Regional Executives present:</p> <ul style="list-style-type: none"> <li>• Connacht: Chair Katie Maher; Secretary Helen Gunning; and Treasurer Jo McCormack</li> <li>• Leinster: Orla Mullen Chair Swim Leinster</li> <li>• Munster: Secretary Leona Blackwell</li> <li>• Ulster: Chairperson Tanya Martin and Operations Manager Stephen Cuddy</li> </ul> <p>Peter invited everyone to take a few moments to remember and reflect on deceased members of the organisation whom we had lost during the year.</p>
<p><b>Peter Conway, Chairman</b></p>	<p><b><u>Agenda Item 2: Apologies, Minutes of 2019 AGM and Matters Arising</u></b></p> <p>The Chairman advised that apologies had been received from Board Director (Leinster Nominee) John Mullins - no other formal apologies had been received.</p> <p>The Minutes of the previous AGM, held on 13 April 2019, circulated in advance, were taken as read and adopted without amendment. There were no matters arising.</p> <ul style="list-style-type: none"> <li>➤ <b>Proposed by Eamonn Tilley, Markievicz Masters</b></li> <li>➤ <b>Seconded by Frank Breslin, Claremorris SC</b></li> </ul>

**Agenda Item 3: Treasurer's Report & Swim Ireland Financial Statements 2019**

The Chairman advised that it was not a requirement to have Auditors at the AGM and accordingly Swim Ireland's external auditors, OSK had not been asked to attend by the Board.

He introduced Swim Ireland Treasurer, Graham Beegan who delivered a Financial Report via a PowerPoint Presentation. The Financial Statements 2019 that had been circulated in advance. Queries on the Financial Statements 2019 had been invited in advance of the meeting, but none had been received.

Graham began his presentation by outlining the key measures that are in place for maintaining robust financial governance within the organisation including:

External Audit annually

- Sport Ireland Year End & Mid-Year Reviews
- Sport Ireland 'Pulse' Audit carried out by Deloitte in 2019
- Internal Audit Committee – new members in 2019
- Remuneration Committee - readily used throughout 2019

Graham explained that there is a strong focus on Risk and Internal Controls in the Organisation. A comprehensive Risk & Control Register is in place to identify key risks and the plan to mitigate those risks. A monthly review is carried out by the CEO and the Senior Management Team, as well as a quarterly review by the Board. Annual Internal Controls review any areas requiring additions or relevant updates in the Finance Policy.

Graham advised that COVID-19 is not a risk that had been foreseen and confirmed that we are managing and monitoring the situation closely from a financial perspective. In response to these unprecedented times, a live issue log has been developed to understand the impact of the pandemic on the Organisation.

Graham presented the Income and Expenditure Accounts as well as the financial position of the Organisation. He broke down the Reserves for each of the Regions and highlighted some key highlights from 2019 in relation to Financial Governance.

Graham invited the CEO, Sarah Keane to say a few words on the Government Resilience Fund (up to €70m across all sport) and explain how this was being managed. Sarah explained that no formal notification of the process has yet been issued, however, it had been understood from discussions with Sport Ireland that National Governing Bodies will be at the heart of funding and will be a part of the robust process of funding application. She advised that it is likely that the fund will only be for Clubs that are in significant financial difficulty and potentially face closure and applications will need to be supported by evidence. She advised that her understanding is that any available/approved funding would be processed through Swim Ireland.

Sarah advised that any Clubs in significant financial difficulty should contact Adam Cox, Head of Clubs, Community & Competitions

The Chairman thanked the Honorary Treasurer, the CEO and the Finance Team for their hard work and professionalism. The Treasurer's Report and Financial Statements 2019 were formally adopted.

- **Proposed by Pat McTigue, Kingdom SC**
- **Seconded by Declan Harte, NAC Masters**

Following the presentation, a short video was shown: <https://youtu.be/z3wrk0v7Tvo>

<p>Peter Conway Sarah Keane</p>	<p><b><u>Agenda Item 4: Board Report, Peter Conway, Chairman</u></b></p> <p>The Chairman advised that the Annual Report 2019 (included in handout section) had been circulated in advance and is a very comprehensive document. He thanked all Directors for their commitment and the dedication show in their roles.</p> <p>He referenced the Vision and the Strategic Plan of Swim Ireland and noted that we are on target to deliver on many of our Strategic Goals.</p> <p>Peter then asked each Region to comment on each Region's Report. The following were all called in order:</p> <ul style="list-style-type: none"> <li>• <i>Connacht (page 42) Katie Maher, Chairperson</i></li> <li>• <i>Munster (page 44) Leona Blackwell, Secretary</i></li> <li>• <i>Leinster (page 46) Orla Mullen, Chairperson</i></li> <li>• <i>Ulster (page 48) Stephen Cuddy, Swim Ulster Operations Manager</i></li> </ul> <p>Peter asked that all the Reports contained in the Swim Ireland Annual Report 2019 be adopted en bloc.</p> <ul style="list-style-type: none"> <li>➤ <b>Proposed by Grainne Heenegan, Lahinch SC</b></li> <li>➤ <b>Seconded by Sharon Concarr, NAC Masters</b></li> </ul> <p>Peter then handed over Sarah to present the CEO Report.</p>
<p>Sarah Keane</p>	<p><b><u>Agenda Item 5: CEO Report, Sarah Keane, CEO</u></b></p> <p>Sarah Keane, CEO welcomed everyone and discussed the 2019 Highlights and how much had been achieved.</p> <p><b>January</b></p> <ul style="list-style-type: none"> <li>• Final Version Business Plan and Budget Approved by the Board</li> <li>• Swim for a Mile 2019 Launched</li> <li>• CEO appointed to National Sports Policy Leadership Group</li> <li>• Release of Blended Level 2 Coaching &amp; Teaching Swimming Programmes</li> </ul> <p>The introduction of the blended courses (which is a mixture of online and practical) courses has led to a significant increase in our course numbers and made them more affordable. This also meant that we were in a position to quickly move to provide online training and development opportunities when COVID- 19 hit and we also launched our virtual classroom thanks to the incredible hard work of our Education Team ably led by our Head of Education Joni Harding.</p> <p><b>February</b></p> <ul style="list-style-type: none"> <li>• Timely and efficient Audit process with an unqualified Audit Report and no Management Letter issued</li> <li>• Clubs and Community Team deliver successful Coach and Committee Workshops focusing on the Coach/Committee relationship to 150 participants</li> <li>• Successful McCullagh International held in Bangor, the first National competition of 2019</li> </ul> <p>The Dave McCullagh International held in Bangor was the first National Competition of the year and it went very well. In 2020, this meet was run in the same format as the proposed Tokyo Olympic Games (now postponed until 2021) meaning that the heats took place in the evenings with the semi-finals and finals taking place in the morning. This innovative format saw a host of international swimmers descend on Bangor to race against our athletes, including Olympic &amp; World medallist and record holder Adam Peaty.</p> <p><b>March</b></p> <ul style="list-style-type: none"> <li>• Release of Coaching Water Polo Programme.</li> <li>• Successful Irish Open Championships held in Dublin – 10 swimmers selected to attend World</li> </ul>

Championships, 8 selected for European Junior Championships and 3 selected for World Junior Championships

- Annual Past Presidents' Lunch Held
- First Level 2 Women in Sport Coach/Mentor Programme Delivered
- Regional AGMs delivered across the country

#### **April**

- 2,000 participants took part in Swim for a Mile events & €14k Raised for Temple Street
- Good engagements & motions accepted at the Company AGM
- Regional Working Group Meetings Up and Running
- Irish Down Syndrome Sporting Association became an Affiliate Member of the Swim Ireland Family

#### **May**

Very significant month in 2019 as it saw us make great strides in relation to some of the very important goals of the organisation.

- Tesco Ireland Launched as Official Partner of Swim Ireland
  - 2019-2021 Communications Strategy launched
  - National Youth Conference held – bringing together young people from our Clubs to enhance their leadership skills
  - New Swim Ireland Chair Peter Conway chairs the first meeting of the new Board post AGM 2019
  - June
  - Swim Ireland completes the first Sport Ireland NGB Safeguarding Audit
  - Release of our Level 2 Autism Swimming Teacher Qualification
  - 62 Club visits completed by the Clubs and Community Team and with a year-end target of 90 (60% of our overall clubs) we were well on our way
  - Successful Sport Ireland Pulse Audit carried out by Deloitte with minimal recommendations
- Swim Ireland was audited by Deloitte on behalf of Sport Ireland (the statutory agency for sport). This was an unannounced audit which took place over several weeks. Sarah thanked the Swim Ireland Board for their drive for strong governance practices and staff led by our Operations Director Mary McMorrow and Finance Director Celia for the successful outcome to this audit.

#### **July**

Very busy month with two National Competitions taking place with record numbers involved in each. Sarah shared major thanks and congratulations to all involved from the staff, athletes, parents, coaches, officials, administrators including Board Directors Patricia Cleary, Gary Stoops, Mary Haughney and others.

- Successful Mid-Year Review process with Sport Ireland
- #WePlay Inspiring Girls in Sport Conference delivered to almost 300 participants
- 1,131 Club Youth Awards presented to young people across our Clubs
- Division 2 and Summer Nationals successfully delivered with great support from across Swim Ireland with record numbers of competitors
- The World Championships Swimming and Diving Teams completed training camps in the venue they are hoping to hold their 2020 +1 Olympic Holding Camps
- Four top 16 swims at World Championships – Seven Irish records also broken at the meet
- Two Relay Teams posted times that have them currently sitting in Olympic Relay berths; 3 top 18 and 2 top 10 results in diving at World Championships 9 top 16 and 2 top 8 swims at European Juniors - 6 Irish records also broken at the meet
- Molly Mayne won two bronze medals at European Youth Olympics

#### **August**

Another busy month in terms of international participation.

- Special Membership increases to just over 1,200 (highest numbers to date)
- Release of Coaching Open Water Swimming (Participation) Programme
- Largest Diving Team ever participated at European Championships with 5 top 18 and 5 top 10 finishes
- Extension of Seán MacDermott Street project to May 2020
- Leinster Open Sea run 100th Liffey Swim and celebrate the momentous occasion at the Mansion House

### September

- Successful Swim Ireland Awards hosted in Carton House, organised by Head of Communications & Sponsorship Liaison Trish Mayon
- New Swim Ireland Safeguarding Policy launched, an extraordinary piece of work Sarah congratulated and thanked all the Children's Officers and Club Committees and Coaches around the country who do so much to support our young people
- Club Children's Officer Forums commence (6 in total)
- Affiliation Commences & Support Workshops Underway (19,200 members)
- 25,000 swimmers per week participating in Swim Ireland Learn to Swim Programme
- Regional Pathway Development Coaches launched their Club Cluster Programmes (in Connacht, Leinster and Munster)

The Performance Team launched the 'Club Cluster Programme' for Swimming Clubs to encourage clubs to come together and host training and developmental events and opportunities together supported by Swim Ireland; this is a new programme which we believe if given a real opportunity to succeed could transform the landscape of Irish Swimming.

### October

- Business Plan & Budget 2020 complete, approved by the Board in principle & submitted to Sport Ireland
- Clubs and Community Team deliver well attended Complaints and Disciplinary Workshops to over 80 participants
- Three year "Get Ireland Swimming Action Plan" finalised (implementation now to be considered)
- LEN Bureau Meeting successfully hosted in Dublin

### November

November saw a significant amount of activity within the disciplines in Water Polo, Diving, Masters. Record numbers of teachers and coaches trained in 2019 and this month also saw the approval of the establishment of our Swim Ireland Governance Committee ably chaired by Clare McGrath.

- Release of Level 2 Additional Support Needs Swimming Teacher and Level 2 Babies & Toddlers Swimming Teacher Qualifications
- Successful Irish Open Diving Championships delivered
- Newly Established Swim Ireland Governance Committee meets
- Celtic Masters supported by Swim Ireland Competition lead Pat Daly
- Club Survey launched resulting in over 500 responses
- New Water Polo Development Plan approved by the Board
- 872 Teachers/Coaches qualified across the Aquatic Disciplines, 911 completed Safeguarding Courses & 911 trained through Officials Programmes

### December

- First meeting of the newly appointed Internal Audit Committee
- Launch of Participation & Recreational Prospectus for the Aquatics
- Fun Christmas Cracker Gala held at the NAC
- 2019-21 Women in Sport Strategy 'Women and the Water' presented to and signed off by the Swim Ireland Board
- 19 athletes attended European SC – 10 top 16 finishes, 9 top 8 finishes and 2 bronze medals –

	<p>22 Irish records broken at the competition</p> <ul style="list-style-type: none"> <li>• Successful Irish Short Course Competition held for the first time in the NAC</li> <li>• 55 Irish Records broken across European and Irish Short Course Champs in 2 weeks</li> </ul> <p>Sarah concluded by thanking the Board, Clubs, Coaches, Staff, Volunteers and all involved in the day- to-day delivery of Aquatic Sports in Ireland. She referenced that our sport and the Nation is in the middle of a very difficult time, although coming off the back of a very good and progressive year in 2019 has allowed the Organisation to cope better with and drive through 2020.</p> <p>After handing back over to Chairman Peter Conway, attendees were asked if there were any questions for Sarah. Several different questions were asked and answered (both verbally and through the chat box) including if the normal timeframe around collection of Affiliation Fees would proceed (to which Sarah advised that we intended to stick relatively closely to it, however, it might change by a couple of weeks and feedback on this was welcomed); a question relating to the role of the Regional Children’s Officer (answered by Kate Hills), and regarding competitions in UL for Munster during COVID-19 (answered by Jon Rudd).</p> <p>A short video was shown at the end of Sarah’s presentation <a href="https://youtu.be/5S43N37QymU">https://youtu.be/5S43N37QymU</a></p>
<p><b>Motions</b></p>	<p><b><u>Agenda Item 6: Motions</u></b></p> <p>Peter introduced Mary McMorrow, Director of Operations and Company Secretary.</p> <p>Mary advised that she was presenting 4 Motions on behalf of the Swim Ireland Board and that Delegates had been given an opportunity to debate the Motions on the previous Tuesday (30 June) and she thanked all the Delegates who had participated in the online session. She advised that the Motions were:</p> <p><b><u>Motion 1 – Term of Office of the President</u></b></p> <p>To change Article 74 of the Constitution to provide that the Swim Ireland President will take up office at the AGM, rather than the Awards Night and that the current President Eugene Hillick would remain in office until the 2021 AGM at which time the incoming President from Connacht, Kevin Dowling will take up office</p> <p><b><u>Motion 2 – Changes to Standing Committees</u></b></p> <ol style="list-style-type: none"> <li>a) The addition of a Governance Committee as one of the Standing Committees of the Company</li> <li>b) Amendment to allow Independent Directors to serve on the Audit Committee.</li> <li>c) Removal of the Official’s Committee as a Standing Committee of the Company</li> <li>d) Removal of the requirement for elections to the Nominations Committee at the Company AGM</li> </ol> <p><b><u>Motion 3 – Provide for Gender Balance on the Board of Directors</u></b></p> <p>In keeping with good governance practice the Board is recommending the insertion of an Article that wil have the effect of ensuring that the Board must maintain a gender balance of 60/40.</p> <p><b><u>Motion 4 – Amendment to provide for virtual Annual General Meeting (AGM)</u></b></p> <p>Amendments to Articles 40 and 44 to specifically reference virtual attendance.</p> <p>Full details of the Motions including an explanation of each and the formal wording had been circulated in advance of the meeting and are contained at Appendix C and Appendix C.1.</p> <p>Mary advised that the meeting was still in quorum and she would present a summary slide for each followed by a second slide with the formal wording that would be included in the Swim Ireland</p>

Constitution if the Motion passed. She advised that she was happy to answer any queries. There were none.

Voting took place after each Motion was presented and Voting Delegates used the 'hands-up' function on their control panels. The results announced after they had been checked by Swim Ireland Staff to ensure that only Voting Delegates votes were counted. All Motions passed and the Tally was as follows:

**Motions Tally**

Motion 1		Motion 2		Motion 3		Motion 4	
Yes: 69	No: 4	Yes: 67	No: 3	Yes: 58	No: 5	Yes: 80	No: 1
Total votes 73		Total votes 70		Total votes 63		Total votes 81	
% Yes 94%		% Yes 96%		% Yes 92%		% Yes 99%	
Result	Pass	Result	Pass	Result	Pass	Result	Pass

**Peter Conway Elections**

**Agenda Item 7: Company Elections**

The Chairman thanked all of the outgoing Directors for their hard work and excellent contribution over the last number of years and advised that he was grateful that they would remain involved in the organisation in different ways going forward.

**i. Board Secretary vacancy:**

Peter advised that as the current Board Secretary Mary Haughney had served four consecutive years, she was ineligible for re-election. He thanked Mary for her service to the Board and the Organisation. Nominations had been invited from the Membership and Sorcha Ní Chléirigh had been nominated by Aer Lingus Masters and seconded by Kells SC.

As Sorcha was unopposed the Chairman asked that she be formally ratified as Board Secretary.

- **Proposed by Susan Harrington, Lahinch SC**
- **Seconded by Sharon Concarr, NAC Masters**

**ii. Member Director Skill-Set vacancy**

Peter advised that the next vacancy to be considered was Member Director Skill-Set and nominations were invited from individuals with a background in Strategic Business Planning and Marketing. Serving Director, Dara O'Mahony was eligible to serve a further term and had put his name forward. He was proposed by Swan SC and seconded by Half Moon and was unopposed.

Peter asked that as Dara's nomination was unopposed that Dara be formally ratified as Board Director.

- **Proposed by Brian O'Connor, Killarney SC**
- **Seconded by Sharon Concarr, NAC Masters**

**iii. Independent Directors (two vacancies):**

Peter explained that the two Independent Directors, Noel Hiney and Paul Hannigan were both stepping down this year as they have both served four consecutive years and were ineligible for re-election. Peter advised that the Constitution called for a Nominations Committee to identify candidates and he introduced Clare McGrath, Chairman of the Committee to explain the process and present the candidates, Aidan McLaughlin and Katie Sadleir, for ratification.

Clare explained that the Committee had invited and considered applications from interested candidates and was very happy to put forward two excellent candidates for ratification. She gave a background for both candidates as follows:



	<p>Aidan McLaughlin, a communications profession with expertise in technology, crisis management, and corporate reputation.</p> <p>Katie Sadleir is the General Manager of Women’s World Rugby who has extensive experience in senior strategic level in sport and a vast knowledge in the sporting systems.</p> <p>Clare then handed back to the Chairman who thanked Clare and the members of the Nominations Committee and proposed that Katie and Aidan be ratified as Independent Directors.</p> <p>Ratification of Katie Sadlier as an Independent Board Director:</p> <ul style="list-style-type: none"> <li>➤ <b>Proposed by Eamonn Tilley, Markievicz Masters</b></li> <li>➤ <b>Seconded by Patricia Costello, Askeaton SC</b></li> </ul> <p>Ratification of Aidan McLaughlin as an Independent Director:</p> <ul style="list-style-type: none"> <li>➤ <b>Proposed by Joe Gavaghan, ESB</b></li> <li>➤ <b>Seconded by Alison Deane, Ennis</b></li> </ul> <p>Peter then referenced the Regional elections and welcomed all incoming Officers and thanked outgoing Officers for their work.</p>
<p><b>Date of 2021 AGM</b></p>	<p>The final item of formal business was to agree the date for the 2021 AGM. The date proposed by the Board was: 10 April 2021</p> <p>There were no objections, and the date for the 2021 AGM was accepted.</p>
<p><b>Closing Address</b></p>	<p>Agenda Item: Closing Remarks – Chairman Peter Conway</p> <p>Peter thanked everyone for attending, noting that 160 people had been in attendance. He extended a particular thanks to all presenters and all staff involved in organising the event and he then concluded the meeting.</p>

**Swim Ireland AG 2020: Attendee List**

Last Name	First Name	Club name
Allan	Elizabeth	Kenmare Bay Swim Club
Bayley	John	New Ross Swimming Club
Beattie	Betty	Lisburn City ASC
Bechet	Sibylle	Markievicz Masters
Bergin	Rosemary	Laois Marlins Swim Club
Blackwell	Leona	Askeaton
Blanchard	Maura	Laser SC
Bohan	Liam	Celtic Waves
Bowden	Bridget	Kilkenny swimming club
Branigan	James	Bangor Barracudas WP Club
Brennan	Peter	Laser SC
Breslin	Frank	Claremorris
Bridgeman	Eoin	St. Vincents Water Polo
Burke	Michael	Lecale ASC
Clarke	Wally	Cathal Brugha
Cleary	Patricia	Athlone
Coffey	Celia	Staff
Colfer	Helen	Atlantic Masters SC Galway
Colvin	Aveen	Nac Swim Club
Concarr	Sharon	NAC Masters
Connery	Paul	Tribes Waterpilo
Conradie	David	Atlantic Masters Swimming Club
Costello	Patricia	Askeaton Swimming Club
Cox	Sharon	Lisburn City Swimming Club
Cross	Tom	sundays well sc
Crudden	Helen	Tribes Water Polo
Cullen	Tracy	Kilenny SC
Cullinan	Bernie	Otter Swimming Club
Curley	Alma	Bluefin Swim Club
Curtin	Eamon	SWSC
Dempsey	Amanda	Laser Swim Club Galway
Daly	Yvonne	Kilkenny Swimming Club
Deane	Alison	Ennis Swimming and Lifesaving Club
Delaney	Michelle	Claremorris
Devin	Gerald	Dubin Swimming Cub
Di Paola	Paolo	ALSAA Swim Club
Donohue	Laura	St Fiacc's Swim Club, Carlow
Donovan	Pat	Dolphin SC
Dorgan	Dermot	ESB Swimming Club
Dougan	Robbie	Alliance Swimming Club
Dowling	Kevin	Laser Swimming Club Galway
Doyle	Richard	Kilkeel Swimming Club

Dunne	Mary	Ballina Dolphins
English	Marian	Castlebar
Evans	Richard	Sligo Swimming Club
FRAGIOTTA	EGIZIANA	ALSAA Swim Club
Ferns	Alan	Cormorant SC
Finn	Vincent	Staff member
Finnan	Shirley	Limerick Swimming Club
Fitzgerald	Padraig	Limerick Swimming Club
Fitzpatrick	Mary	Aer Lingus Masters SC
GAVAGHAN	JOE	ESB
Giglia	Rosie	Trinity WPC
Godfrey	Katrina	Lecale ASC
Goggin	Noelle	Glenalbyn SC
Gray	Paul	Regional Children's Officer
Gunning	Helen	SwimWest Masters
Hanna	Catherine	Diamonds water polo club
Harper	Charles	Dublin SC
Harrington	Susan	Lahinch Swimming Club
Harte	Declan	NAC Masters
Healy	Patricia	Cormorant SC
Hendrick	Sinead	Swim Plus SC
Heneghan	Grainne	Lahinch Swim Club
Holohan	Susan	Shamrock Diving Club
Hurley	Rose	Clonmel Swimming Club
Hynes	Joan	St. Vincent's Water polo Club
Ivory	Paul	Asgard
Johnston	Niall	Clonard ASC
Keane	Eoin	Limerick Swimming Club
Kelly	Philip	Cathal Brugha Swimming & Water Polo Club
Kindlon	Cara	Trinity WPC
Lappin	Mark	Swim Ireland
Lowe	Deirdre	Athlone
Lynch	Keith	St. Vincents
Maher	Kathleen	Ballina Dolphins
Martin	Tanya	City of Belfast
McCann	Andrea	Portadown
McCarthy	Orla	Swim Ireland
McCormack	Mick	Dolphin Swimming Club
McCormack	Jo	Connacht and Longford SC
McCrea	Nicola	City of Belfast SC
McDowell	Alan	PASC
McKeever	Aisling	Swim Ireland
McKeown	Conor	Portadown ASC
McNamara	Pauline	Claremorris Swimming Club
McNarry	David	Lisburn
McQuillan	Ruth	Swim Ulster

McTigue	Pat	Kingdom Swimming Club
Meagher	Laura	Kenmare Bay Swim Club
Mervyn	Joanne	Clonard ASC
Monaghan	Brenda	Cathal Brugha
Moran	Gavin	Aer Lingus Swim Club
Morgan	Julie	Coolmine
Morris	Yvonne	Claremorris SC
Morrissey	Colin	Half Moon
Morrissey	Darren	Crosshaven Tri club
Mullen	Orla	NAC
Murphy	Katherine	Aer Lingus Masters SC
Murphy	Patricia	Galway Swimming Club
Murphy	Grainne	New Ross
Mytroi	Angela	Dungannon Amateur Swimming Club
Ni Bhrolchain	Maude	Guinness Swimming Club
Noble	Elaine	Asgard
Nugent	Nicola	Courtown Swim Club
O'Driscoll	Siobhán	Half Moon
O'Connor	Brian	Killarney Swimming Club
O'Grady	John	Sligo
O'Mahony	Laura	Larne Swimming Club
Phelan	Willemien	Cormorant Swim Club
Phillips	Jeff	Kells
Poynton	Nigel	Trojan SC
Prah	Mara	Fortunestown Swimming Club
Prue	Gillian	Bangor Swimming Club
Quinn	Jacqueline	Waterford Crystal Swimming Club
Ramsay	Ciaran	Trojan
Reilly	Patricia	Aer Lingus Masters
Reilly	Jane	Bangor Barracudas
Roche	Jackie	Viking SC
Rolston Bruce	Frances	Enniskillen Lakelanders
Rush	Nivard	Swim Club Courtown
Ryan	Brendan	Viking SC
Ryder	Gerard	Fortunestown Swimming Club
STEVENS	Frank	Leander
Scannell	Sean	Laois Marlins
Scott	Andrew	Alliance ASC
Sweeney	Brian	Templeogue Swim Club
Tilley	Eamonn	Markievicz Masters
Tyler	Louise	Carrick Dippers
Watterson	Christine	Bluefin Swim Club
Whelan	Giuseppe	Dolphin SC
White	Grace	Ballina Dolphins
William Wolohan	William	Guinness Swimming Club
Yeh	Pamela	Templemore ASC



Corcoran	Patricia	Templeogue Swim Club
Hogan	Sonya	BSC
O'Keeffe	Joseph	Portmarnock Swim Club
Osing	Jurgen	Templeogue Swim Club
Santos	Eduardo	CSSC County Sligo SC
Yeates	David	NAC Masters

**Swim Ireland AGM 2020: Delegate List**

Club	Region	Delegate Name	SI Number	Delegate Name	SI Number
Athlone	Connacht	Patricia Cleary	10000771	Deirdre Lowe	30003761
Atlantic Masters	Connacht	Helen Colfer	30023736	David Conradie	30051195
Ballina	Connacht				
Ballina Dolphins	Connacht	Mary Dunne	10025252	Grace White	30050450
Ballinasloe	Connacht				
Bluefin	Connacht	Christine Watterson	30053301	Alma Curley	30043999
Carrick Fins	Connacht				
Castlebar	Connacht	Marian English	10002432	Jackie Grady	10020225
Claremorris	Connacht	Yvonne Morris	20033406	Pauline McNamara	30054904
Comans	Connacht				
Corrib Water Polo	Connacht				
Galway	Connacht	Mark Gibbs	30046483	Patricia Murphy	30037458
Laser	Connacht	Maura Blanchard	30040537	Amanda Dempsey	10030870
Longford	Connacht	Patricia Honeyman	10025372	Carmel Leahy	10009685
Shark	Connacht				
Sligo	Connacht	John O'Grady	30051625	Richard Evans	20033150
Swim West	Connacht				
Tribes Water Polo	Connacht	Paul Connery	30045424	Helen Crudden	30054154
Trident	Connacht				
Tuam	Connacht				
Tuam Masters	Connacht				
Westport	Connacht				
Aer Lingus Masters	Leinster	Patricia Reilly	10001315	Katherine Murphy	10001088
Aer Lingus SC	Leinster	Gavin Moran	30038623		
ALSAA SC	Leinster	Paolo di Paola	10029309		
Asgard SC	Leinster	Paul Ivory	30044492	Elaine Noble	30043458
AURA Dundalk	Leinster				
AURA Tullamore	Leinster				
Barracuda SC	Leinster	Sonya Hogan	30043547	Manuela Laudon	30043545
Clontarf SC	Leinster				
Coolmine SC	Leinster				
Cormorant	Leinster	Alan Ferns	10008415	Patricia Healy	10001889
Courtown SC	Leinster	Nicola Nugent	30044795	Nivard Rush	30040669
Curragh	Leinster				
David Lloyd SC	Leinster				
Drogheda WPC	Leinster				
Dublin SC	Leinster	Charles Harper	10023877	Gerald Devin	30001450
East Coast Open Water	Leinster				
Eastern Bay Masters SC	Leinster				
Enniscorthy SC	Leinster				
ESB SC	Leinster	Dermot Dorgan	30042941	Joe Gavaghan	10003515
Fortunestown SC	Leinster	Gerard Ryder	30062099	Mara Prah	30048445
Forty Foot Walruses	Leinster				
Garda Masters	Leinster				
Glenalbyn Masters SC	Leinster				
Glenalbyn SC	Leinster				
Glenalbyn WPC	Leinster				
Guinness SC/WPC	Leinster	Billy Wolohan	10000091	Maude Ní Bhrolcháin	10020278
Half Moon WPC	Leinster	Colin Morrissey	10007021	Siobhan O'Driscoll	10007008
Kells SC	Leinster	Jeff Phillips	10001413	Sue Phillips	10000503
Kilkenny SC	Leinster				
Laois Marlins	Leinster	Rose Bergin	30048004		
Leinster Open Sea	Leinster				
Markievicz Masters	Leinster	Eamonn Tilley	30038082	Sibylle Béchet	30054493
Meath Masters	Leinster				
Mespil	Leinster				
Mullingar Jets SC	Leinster				
NAC Masters SC	Leinster	Declan Harte	10007035	Sharon Concarr	10004702
NAC SC	Leinster				
New Ross SC	Leinster	Eamonn Kenny	30047166	John Bayley	30046959
North Dublin WPC	Leinster				
North Star SC	Leinster				
Otter SC	Leinster	Bernie Cullinan	30029575		
Phoenix SC	Leinster	Stephen McManus	10036209		
Piranha SC	Leinster				

Portmarnock SC	Leinster	Janette Penney	30036951	Joe O'Keeffe	30046712
Sandycove WPC	Leinster				
Shamrock Diving Club	Leinster				
Slade Masters	Leinster				
St Colmcille SC	Leinster				
St Fiacc's SC	Leinster				
St Vincents WPC	Leinster	Joan Hynes	10001903	Eoin Bridgeman	10021210
Swan Leisure	Leinster				
Swim Plus SC	Leinster	Catharine Buggie	30060747	Sinead Hendrick	30057622
Tallaght Masters SC	Leinster				
Tallaght SC	Leinster				
Templeogue SC	Leinster	Jurgen Osing	30020834	Brian Sweeney	20001727
Terenure SC	Leinster				
Titans SC	Leinster				
Trinity WPC	Leinster	Cara Kindlon	20030239	Rosie Giglia	30046106
Trojan SC	Leinster	Ciaran Ramsay	30048404		
Tullamore Sc	Leinster	Brian Kinnarney	30049182	Bernadette Daly-Burns	30049180
UCD SC & WPC	Leinster				
Viking SC	Leinster	Brendan Ryan	30039902	Jackie Roche	10000149
Westwood SC	Leinster				
Wexford Masters	Leinster				
Wexford SC	Leinster				
Wicklow SC	Leinster				
Whitewater SC	Leinster				
Askeaton SC	Munster	Patricia Costello	30061432		
Ballybunion Torpeadoes	Munster				
Blackrock SC	Munster				
Carrick Dippers SC	Munster	Louise Tyler	30046557		
Celtic Waves SC	Munster	Liam Bohan	10008452		
Clonakilty Penguins SC	Munster				
Clonmel SC	Munster				
Clonmel WPC	Munster				
Cork Masters SC	Munster				
Cork Tri	Munster				
Crosshaven Tri club	Munster	Douglas Deane	30051236	Darren Morrissey	30041355
Dolphin SC	Munster	Giuseppe Whelan	30055564	Mick McCormack	30016193
Dunmanway SC	Munster				
Ennis SC	Munster	Alison Deane	20023116		
Fermoy SC	Munster				
Kenmare Bay SC	Munster	Elizabeth Allan	30043533	Laura Meagher	20023971
Killarney SC	Munster	Denise Casey	20029125	Brian O'Connor	20034724
Kingdom Masters SC	Munster				
Kingdom SC	Munster	Patrick McTigue	30052916		
Kingfisher SC Thurles	Munster				
Lahinch SC	Munster	Grainne Heneghan	30036585	Susan Harrington	30028736
Limerick Masters SC	Munster				
Limerick SC	Munster	Padraig Fitzgerald	30054722	Shirley Finnan	30054919
Mallow Masters	Munster				
Mallow Swans SC	Munster				
Marlin SC	Munster				
Nenagh Neptune SC	Munster				
Sandycove Island SC	Munster				
Seal SC	Munster				
Shannon Masters	Munster				
Splashworld Sharks SC	Munster				
Sundays Well SC	Munster	Eamon Curtin	10028259	Tom Cross	10008065
Tipperary Tiger Sharks	Munster				
UCC WPC	Munster				
Waterford Crystal SC	Munster	Jacqueline Quinn	30039470		
Alliance ASC	Ulster	Robbie Dougan	10023814	Andrew Scott	30048853
Ards ASC	Ulster				
Armagh SC	Ulster				
Ballymena ASC	Ulster				
Ballymoney ASC	Ulster				
Banbridge ASC	Ulster				
Bangor ASC	Ulster	Gillian Prue	30058404	Ian Wright	30048217
Bangor Barracuda Water Polo	Ulster	Jane Reilly	10003862	James Brangian	30056128
Belfast Masters Swim Team	Ulster				
Breifne	Ulster				



Cathal Brugha WPC	Ulster	Brenda Monaghan	20026361		
City of Belfast SC	Ulster	Tanya Martin	30028525	Nicola McCrea	30013807
City of Derry SC	Ulster				
Clonard WPC	Ulster	Niall Johnston	30017693	Joanne Mervyn	30036217
Coleraine	Ulster				
Cookstown SC	Ulster				
DANI Diving	Ulster				
Donegall ASC	Ulster				
Donegall Diamonds AWPC	Ulster	Catherine Hanna	20007243		
Dungannon SC	Ulster	Angela Mylroi	20027235		
East Cavan	Ulster				
Enniskillen Lakelanders ASC	Ulster	Frances Rolston Bruce	30029832		
Grads WPC	Ulster				
Kilkeel SC	Ulster	Richard Doyle	30053953		
Larne ASC	Ulster	Laura O'Mahony	20034026		
Leander ASC	Ulster				
Lecale	Ulster	Katrina Godfrey	30018770	Paul Naughton	20020976
Limavady	Ulster				
Lisburn City ASC	Ulster	David McNarry	30044669	Sharon Cox	30050088
Lurgan ASC	Ulster				
Marlins ASC	Ulster				
Mid Ulster	Ulster				
Newry & Mourne ASC	Ulster				
Olympia ASC	Ulster				
Portadown ASC	Ulster	Andrea Herron	30016384	Conor McKeown	20021159
Riversdale Otters	Ulster				
Setanta AWPC	Ulster				
Sliabh Beagh	Ulster				
Strule Dolphins	Ulster				
Swilly Seals SC	Ulster				
Templemore ASC	Ulster	Pamela Yeh	30039519		



## AGM 2020 Motions

The Board of Directors of Swim Ireland is proposing four (4) amendments to the Swim Ireland Constitution. An explanation of the changes is contained below, and the formal wording is contained at Appendix C.1 below. Any changes to the Articles are deemed to be special resolutions and require a 75% majority of votes cast to pass.

### Motion 1 – Term of Office of the President

Article 74 of the Swim Ireland Constitution currently provides that the Swim Ireland President shall take up office at the Annual Awards Night; however, the Articles are silent on what happens should the Awards Night not take place. In light of the current COVID -19 situation there is no certainty that the 2020 Awards will take place.

It is considered that the Term of Office of the Swim Ireland President should always be linked to a legal obligation and on this basis the Board is proposing a change to Article 74 to provide that an incoming President takes up office at the conclusion of AGM rather than at the Annual Awards Night. The Motion also provides for a transitional article to accommodate the interim period meaning that the incoming Connacht President, who would have been due to take up office at the Awards Night in September 2020, will take now up office at the AGM in 2021 and the current office holder (Eugene Hillick, Ulster Region) will remain in place until then.

### Motion 2 – Changes to Standing Committees

The Board of Directors is recommending changes to the Articles relating to the Standing Committees in the interests of good governance. These are:

- a) The addition of a Governance Committee as one of the Standing Committees of the Company. A Governance Committee, whose primary responsibility is to monitor company compliance with the Code of Governance was convened by the Board in 2019. It is proposed to make this Committee one of the 10 Standing Committees of the Company, meaning that its appointment is mandatory.
- b) Amendment to allow Independent Directors to serve on the Audit Committee. Article 129 provides that the Audit Committee shall consist of three (3) persons, two of whom shall be members of the organisation and one (1) of whom shall be independent. This does not allow the Independent Directors of the organisation to serve on the Committee and is considered unnecessarily restrictive. The Board is proposing amendments to provide that a minimum of 1 member of the Committee should be a member of the Company thereby allowing an Independent Director to serve on the Committee should they have the relevant skill set. The change does not affect the role of the Committee or the requirement for one of its number to be truly independent of the Company.
- c) Removal of the Official's Committee as a Standing Committee of the Company. The Officials Committee, whose role is the development of Swimming Technical Officials, has not been functioning as envisaged for some time, partly due to the fact that several of our most Senior Officials are ineligible to serve on the Committee. In practice much of the work previously undertaken by the Officials Committee is now the responsibility of the Swim Ireland Competitions Officer. It is envisaged that the Committee will be replaced by specific purpose Working Groups.
- d) Removal of the requirement for elections to the Nominations Committee at the Company AGM. The Articles provide for a Nominations Committee to be elected at the AGM; however in most cases the Committee is not likely to be required until much closer to the next AGM unless a casual vacancy occurs. In practice, nominations are sought as and when such a Committee is convened and therefore the Board proposes changing the wording so that the Committee is not elected/convened until it is required. The change does not remove the requirement to convene a Nominations Committee nor does it affect the makeup of the Committee but solely relate to the timing of the appointment.



### **Motion 3 – Provide for Gender Balance on the Board of Directors**

In keeping with good governance practice the Board is recommending the insertion of an Article that will have the effect of ensuring that the Board must consider the balance of gender as vacancies arise. This is consistent with Action 32 of the Government's National Sports Policy 2018-2027 which tasks National Governing Bodies (NGBs) with developing Equality Action Plans and setting gender diversity targets.

### **Motion 4 – Amendment to provide for virtual Annual General Meeting (AGM)**

Section 176 (4) of the Companies Act 2014 provide for the use of technology to allow members to participate in general meetings. However, Section 182 refers to members of a company being 'present in person' at a general meeting but is silent on what being present in person actually means. Motion 4 proposes amendments to Articles 40 and 44 to specifically reference virtual attendance thereby removing any ambiguity in interpretation. It also proposes amendments to allow the Board to change the venue of a meeting where that venue becomes unavailable, for example due to government restrictions of public gatherings or otherwise.

## THE RESOLUTIONS

### AS A SINGLE SPECIAL RESOLUTION OF THE COMPANY:

#### 1. Amendments to the Articles of Association

- a) That the following amendments be made to the Articles
- i. That Article 74 be amended to delete all references to the Annual Awards Night and amended to read: Article 74 “An elected nominee from one of the Regions (as hereinafter provided) shall hold the office of President of the Company each Year. The elected nominee shall hold office as President from conclusion of the Company AGM until the conclusion of the subsequent Company AGM”.
  - ii. That Article 76 be amended by the deletion of the sentence “That elected nominee shall hold office from the conclusion of the Awards Night following the AGM at which they were elected”
  - iii. That a new Article 77 be inserted that shall read: Article 77 “As a transitional provision and notwithstanding the preceding Articles, the presidential office holder from the Ulster Region shall remain in office until the Company AGM in 2021 and the Connacht Presidential Nominee shall take up office at the conclusion of the Company AGM in 2021” iv. That subsequent articles be re-numbered accordingly if necessary

### AS A SINGLE SPECIAL RESOLUTION OF THE COMPANY

#### 2. Amendments to the Articles of Association

That the following amendments be made to the Articles

- i. That Article 119 be amended by the deletion of Officials Committee and the insertion of Governance Committee and renumbered accordingly
- ii. That Article 121 be amended by the insertion of the ‘Governance Committee’
- iii. That Article 129 be deleted in its entirety and subsequent articles be renumbered accordingly
- iv. That Article 131 be amended by the addition of the words ‘at least one of whom shall be a Member of the Company’. Therefore Article 130 will read Article 130: The Audit Committee shall consist of three (3) persons who shall have the requisite experience in financial and administrative matters to sit on such a Committee at least one (1) of whom shall be a Member of the Company . At least one (1) member of this Committee must be an accountant qualified to practice in Ireland. The Board shall appoint such persons from time to time and may remove any such person from this Committee at any time. The Board shall ensure that this Committee is re- established as soon as possible after each Company AGM.
- v. That Article 132 be amended by the deletion of the Article in its entirety and its replacement with the following new Article 132:  
Article 132: The Governance Committee shall consist of four (4) persons who shall have the requisite experience in governance matters and shall include a Director of the Company, the Company Secretary, a Member of the Company and an Independent person.
- vi. That Article 133 (b) be amended by the deletion of the words “annually at the Company AGM”



## **AS A SINGLE SPECIAL RESOLUTION OF THE COMPANY**

### **3. Amendments to the Articles of Association**

That the following amendments be made to the Articles

- a) That Article 64 be amended by the insertion of the words “maintain a balanced gender of 60/40” and therefore shall read:

Article 64: Unless otherwise determined by ordinary resolution, the number of Board Members shall be not more than eleven (11) and shall never at any time be less than seven (7). The Board shall maintain a balanced gender of 60/40, composed of the following:

- a) Chairperson.
  - b) Treasurer.
  - c) Board Secretary.
  - d) one (1) nominee from each of the four Regions (the “Regional Nominees”).
  - e) two (2) Ordinary Directors.
  - f) two (2) Independent Directors (who shall be non-Club Members and who shall not be a Connected Person).
- b) That Article 65 be amended by the insertion of a new clause (e) which shall read: “Other than Nominees elected by the Regions in accordance with (b) the Board will be entitled to direct that vacancies be filled by either male or female candidates to preserve the gender balance on the Board”.

## **AS A SINGLE SPECIAL RESOLUTION OF THE COMPANY**

### **4. Amendments to the Articles of Association**

That the following amendments be made to the Articles

- a) That Article 40 be amended by the insertion of the words “In the event a venue for a general meeting becomes unavailable, the Board may change that venue by giving as much notice as is reasonably practical in the circumstances. For the avoidance of doubt, a general meeting may be held by video conference at the discretion of the Board.” and therefore shall read:

2. Article 40: The Company AGM shall, so far as reasonably practicable, be held at such time and date as the preceding AGM shall determine, subject to compliance with the Act. The venue of such AGM shall be determined by the Board. In the event a venue for a general meeting becomes unavailable, the Board may change that venue by giving as much notice as is reasonably practical in the circumstances. For the avoidance of doubt, a general meeting may be held by video conference at the discretion of the Board. In order to comply with the Act, if an AGM is to be held in Northern Ireland the preceding AGM must pass a resolution that it be so held.

- b) That Article 44 be amended by the insertion of the words “For the avoidance of doubt, present in person shall include being present in any virtual setting specified in the notice of that general meeting” and therefore shall read:

Article 44: “That No business shall be transacted at any general meeting unless a quorum is present. Save as otherwise provided in these Articles, fifty (50) Delegates entitled to attend and cast votes at a general meeting of the Company and who are present in person shall constitute a quorum. For the avoidance of doubt, present in person shall include being present in any virtual setting specified in the notice of that general meeting.