

Elections

The 11 strong Swim Ireland Board is composed of a Chairperson, Board Secretary and Treasurer (the Officers), 1 nominee from each of the Regions, 2 Independent Directors and 2 Skill Set Member Directors. The names of the current Board of Directors and the vacancies arising at the 2022 AGM are set out in Table 1 below:

Table 1 Status of Swim Ireland Board at AGM 2022

Name and Position	Status at AGM 2022	Means of Nomination
Chairperson: Peter Conway	Seeking ratification to be re-elected	Nominations Committee
Board Secretary: Sorcha Ní Chléirigh	Seeking ratification to be re-elected	Member Nomination
Treasurer: Joan Hynes	1st year of 2-year term	
Connacht Nominee: Jo McCormack	1 st year of 2-year term	
Leinster Nominee: Gillian Markey	1 st year of 2-year term	
Munster Nominee: Helen Desmond	1st year of 2-year term	
Ulster Nominee: Gary Stoops	1st year of 2-year term	
Independent Director: Aidan McLaughlin	Seeking ratification to be re-elected	Nominations Committee
Independent Director: Katie Sadleir	Retiring	Nominations Committee
Skill Set Director: Colin Morrissey	1st year of 2-year term	
Skill Set Director: Dara O Mahony	Retiring	Member Nomination

Member Nominated Roles

The deadline for members to nominate candidates for the roles of Board Secretary and Skill Set Director was 6 April 2022. No more than one nomination was received in respect of either vacancy therefore no election is required.

The nominees for ratification are:

- **Board Secretary: Sorcha Ní Chléirigh** – Nominated by Aer Lingus Masters and seconded by ALSAA Swimming Club. Sorcha was first elected as Board Secretary in April 2020 and is eligible to serve a second term.
- **Skill Set Director: Cathal Marley** – Nominated by Terenure Swimming Club, Cathal's nomination is put forward subject to receipt of a supporting club nomination and the approval of members at the AGM

Nominations Committee

In accordance with the Swim Ireland Constitution a Nominations Committee was convened to identify candidates for the role(s) of Chairperson, and 2 x Independent Directors. A report by the Committee setting out the process used is contained at **Appendix B**.

The candidates being put forward for ratification by the Nominations Committee are:

- **Chairperson: Peter Conway**
Peter was elected Chairperson in April 2019 for three-year term, having previously served two years as an Ordinary Director. The Chairperson may serve a maximum of

Swim Ireland Company Elections
Annual General Meeting
5 May 2022

7 consecutive years on the Board and therefore the Nominations Committee is recommending that Peter's term of office shall be limited to two years.

- **Independent Director: Aidan McLoughlin**
Aidan was elected in April 2020 for two-year term and is eligible to serve a second term.
- **Independent Director: Mark Brennan**
This is Mark's first appointment to the Board of Swim Ireland for a two-year term of office

The skills and experiences of all candidates are set out at **Appendix A**.

National Standing Committees

The election of Regional nominees to serve on National Standing Committees takes place at the Regional Conferences.

A handwritten signature in black ink, appearing to read "Mary McMorrow".

Mary McMorrow
Swim Ireland Company Secretary
13 April 2022

Synopsis of the Skills & Experience of Board Nominees

Peter Conway (Chairperson) is an experienced financial management professional with a strong background in retail banking services and management. He has extensive experience in not-for-profit governance, having served on the Boards of Hockey Ireland, North Dublin Drugs and Alcohol Task Force and Fingal Sports Partnership. He is a Council member of ALSAA (Dublin Airport). He is an active Masters Swimmer and Coach and is a qualified Swim Ireland Tutor.

Sorcha Ní Chléirigh (Board Secretary) is a dynamic and energetic marketer who believes in the power of harnessing consumer insights to create clear, compelling strategy that meet consumer needs and motivate teams to achieve business goals. She is currently Head of Marketing with Diageo Ireland with she leads the delivery of the Spirits Portfolio financial performance across the island of Ireland in collaboration with relevant commercial teams.

Cathal Marley (Skill Set Member Nominee) has significant experience in the commercial sector and is currently Group CEO with Ervia. He has a significant board experience at a senior level having served as Chairperson of the Boards of Gas Networks Ireland and Irish Water. He is a Board member of the Irish Management Institute and a member of the Governing Authority of Dublin City University where he served as Deputy Chancellor.

Mark Brennan (Independent Director) is a marketing and business leader with over 18 years global marketing experience, successfully building brands and driving commercial success for organisations across multiple industries and geographies. He is currently the Head of Market Management at Allianz Ireland. Mark has extensive experience in the sports sponsorship arena having worked on a number of iconic sporting platforms including Wimbledon, the All Ireland championships, the Allianz leagues and currently the Allianz partnership with the Olympic federation of Ireland.

Aidan McLaughlin (Independent Director) is a communications professional with expertise in technology, crisis management and corporate reputation. He has vast experience in developing, implementing, and evaluating the effectiveness of communications programmes on a global scale in order to help companies achieve measurable business impact and growth. He is currently Director of Storytelling and Branded Content at Indeed.

Appendix B

Nominations Committee Report

Background

The Swim Ireland Constitution provides that a Nominations Committee shall be convened to identify and recommend a single candidate for three positions on the Swim Ireland Board, namely that of Chairperson and two Independent (skills based) Directors.

The Committee, appointed in accordance with the provisions set out in the Constitution and the Terms of Reference set by the Board, consists of Colin Morrissey (Director of the Company), Mary Haughney (Membership Nominee) and Federation of Irish Sport CEO, Mary O'Connor (independent to the Company). Colin Morrissey chaired the Committee and the Swim Ireland Company Secretary Mary Mc Morrow provided logistical and practical support.



**Swim Ireland Company Elections
Annual General Meeting
5 May 2022**

In giving direction to the Committee the Board of Swim Ireland advised that the candidates recommended for the Independent Director roles would be individuals with senior level commercial or technology experience, ideally with some previous director involvement with high performing Board. The gender balance of the Board would need to be considered in respect of recommendations so that it would remain at minimum 60/40 split.

Methodology

The Committee met via Zoom and communicated between meetings via email.

Prior to the first meeting, the Company Secretary, had written to the Membership inviting members to nominate candidates for consideration. No nominations were received.

Independent Director Vacancies x 2

At its first meeting the Committee agreed to first consider the re-appointment of Aidan McLaughlin for a second 2-year term of office. Having reviewed Aidan's CV and track record on the Board, the Committee was satisfied to recommend his re-appointment for a second term of two-years.

The Committee agreed to use the services of the Federation of Irish Sport (FIS) Board Recruitment Service to determine if there were any candidates with the desired skills and experience whom it might consider for the second Independent Director vacancy. FIS put forward 11 candidates for consideration. It was the unanimous view of all Committee members that Mark Brennan had the right mix of skills and experience. Chairperson Colin Morrissey spoke with Mark and determined that he was happy to serve on the Board and fully understood the commitment required. The Committee unanimously agreed to recommend Mark for the position.

Chairperson

The Committee separately considered the role of Chairperson and were informed by the Company Secretary that

- a. No Nominations had been received for the role from amongst the Membership
- b. Peter Conway had indicated that he would be happy to continue in the role
- c. The Board had indicated that it would be happy for Peter to continue, particularly as it is the start of a new strategic cycle and Peter had played a key role in the development of the new strategy.
- d. If appointed for a 3-year term, the appointment would technical breach the maximum 7-year consecutive service allowable for the Chairperson under the Constitution.

The Committee having reviewed Peter's CV and experience and recognising the commencement of a new Strategic Cycle queried if it would be possible to extend Peter's current term of office for a period of two years. The Company Secretary was asked to check the legal position on extending Peter's current term for an additional two years.

The advice was to the effect that the Nominations Committee could put forward a formal recommendation to the Board that Peter Conway's existing term of office be extended by a period not exceeding 2 years, in the strategic interests of the Company as long as the period of appointment did not breach the 7-year maximum allowed. This formal recommendation was made and was approved by the Board at its meeting on 29 March 2022.

Recommendations

The formal recommendations of the Nominations Committee are to appoint the individuals named here below to the Board of Swim Ireland.



**Swim Ireland Company Elections
Annual General Meeting
5 May 2022**

- Chairperson – Peter Conway
- Independent Director – Aidan McLaughlin
- Independent Director – Mark Brennan