



**ATHLETIC ASSOCIATION OF IRELAND CLG
ANNUAL GENERAL MEETING
CROWNE PLAZA HOTEL, SANTRY, DUBLIN 9
27th APRIL 2024, 10:30**

MINUTES OF AGM 2024



1. President's Welcome

John Cronin welcomed everyone and outlined the procedure for the AGM.

The President John Cronin introduced himself and welcomed everyone and outlined the agenda, the standing orders and the flow of the meeting which had already been distributed.

Apologies had been received from:

Board Members: Brendan McDaid (Ulster Representative) and Mary Barrett (Irish Schools Athletic Association)

Life Vice Presidents: Ciarán Ó Catháin, Al Guy, Norah McDermott, Eamon Giles, Nick Davis and Maeve Kyle. (Best Wishes were extended to Nick Davis and Maeve Kyle)

Delegates: Catriona Duffy Leinster, Teresa McDaid, Donegal

The following were introduced:

Board Members: Brid Golden (Deputy President and Munster Representative), Michael Quinlan (Finance & Risk Chair), Amanda Hynes (Juvenile Chair), Andrew Lynam (Competition Chair), Fintan Reilly (High Performance Chair) Seamus Flynn (Coaching & Development Chair), David Abrahams (Athletics Northern Ireland), Laura Brennan (Irish Universities Athletics Association), Greg Duggan (Leinster Representative), Marion McEvilly (Connacht Representative), Greta Hickey (Coopted), Nuala Hunt (Coopted) and Claire Shannon (Coopted)

Staff: Hamish Adams (CEO), Maresa Connolly (Office & Registrations), John Holian (Finance), Kieron Stout (Human Resources & Child Safeguarding), Geraldine Stewart (Competition), Rachel Ormrod (Participation), Pat Ryan (Coaching and Development) and Daragh Browne (Marketing, Communications & Sponsorship)

Life Vice Presidents: Michael Heery, Dermot Nagle, Caroline O'Shea, Paddy Marley and Pdraig Griffin. (The President outlined that Pdraig Griffin's first General Meeting was in January 1964, and that he has attended them all since, Pdraig received well deserved applause for this achievement).

Past President: Georgina Drumm.

Legal Advisor: Gerry McGrath.

Audiovisual & Timekeeper: Graham Mulcahy.

The audio procedure for those on online was advised.

Those present were advised that as part of sustainability no printed documentation was available, but the relevant documentation was available behind QR Codes on display.

The roll call was conducted by the President and verified by the CEO and Legal Advisor.

2. Roll Call 2024 AGM

	Present AGM 2024	Total Voting strength
Antrim	0	7
Armagh	0	2
Carlow	0	2
Cavan	2	2
Clare	0	5
Cork	12	22
Derry	0	2
Donegal	3	6
Down	0	5
Dublin	17	30
Fermanagh	0	2
Galway	2	10
Kerry	4	6
Kildare	1	8
Kilkenny	0	5
Laois	1	3
Leitrim	2	2
Limerick	2	5
Longford	0	2
Louth	4	7
Mayo	2	8
Meath	6	12
Monaghan	1	4
Offaly	2	5
Roscommon	0	3
Sligo	1	4
Tipperary	0	6
Tyrone	0	2
Waterford	2	5
Westmeath	3	3
Wexford	2	5
Wicklow	0	5
Connacht	2	4
Leinster	3	4
Munster	3	4
Ulster	2	4
Board	14	16
Total	93	227

3. President's Address

John Cronin delivered the President's address.

Good morning to everyone, both here in the Crowne Plaza Northwood and those joining us online.

Just to repeat the warm welcome from earlier to Board Members, Life Vice Presidents, delegates from the County Boards and Provincial Councils, our CEO Hamish Adams and members of staff, our legal advisor Gerry McGrath, and our auditor John Lacy who will join us online. I thank you for your attendance at our AGM where we will conduct our required business and take the opportunity to look into the future and kick off the process of governance changes.

Since Congress 2023, the Board was fully formed and has been very active. The Board decisions continue to be outlined in the Board Bulletin, which I hope you find useful. Our Board meetings have been in person with a hybrid option available. It is wonderful to be here today to have our first AGM in person since 2019, (2020 and 2022 were online). We are the generation that kept our sport alive and safe during the devastating pandemic and it is brilliant to see it back in all its glory and continuing to grow beyond pre-Pandemic levels.

Hamish and I have met with the four Provincial Councils and the Dublin and Cork County Boards. These meetings are always worthwhile and are an occasion to give updates and receive feedback. It is difficult to visit everywhere, and we rely on the Delegates at these meetings to bring the information back to their own County Boards and in turn clubs. Communication in any organisation is always difficult and with all the platforms we use, hopefully, it is continually improving. However, communication is two ways, and we always welcome feedback and are open to help with any clarifications or issues at any time.

A liaison meeting between Athletics Ireland, Ulster Athletics Council and Athletics Northern Ireland was held virtually.

I was honoured and delighted to represent Athletics Ireland on many occasions in the last year, often along with Hamish. In the interest of time today I will outline this more in my Congress Address next year.

I extend my sincere thanks to Hamish Adams our CEO and the Athletics Ireland staff who have continued to work tirelessly. Hamish will outline the activities of the organisation later in his report. It is a pleasure to work with Hamish and the staff and it is wonderful to see the mutual respect and cooperation between staff and volunteers at all levels as we live our values.

Welcome to new staff members Maresa Connolly (Registrations and Office Manager), Frank Lynch (RDO SETU & Carlow/Kilkenny), Neil Taylor (RDO Louth/Meath/Kildare/Wicklow), Ann Grealish (WIS) , Paul Thornton (HP Operations), Rory Cassidy (Irish Runner), Triona Shalloe



(SIDO), Mark Kenneally (HP Endurance), Cameron Molloy Moules (Community Athletics Hub Coordinator), Thomas Carlile (Participation Officer), Gary Crossan (RDO Dublin City Council) who joined since Congress 2023 and we wish those who have moved on every best wish. Thank you to my fellow Board members for your commitment, dedication and assistance which is always very much appreciated.

Thanks to all the agencies, sponsors and partners for their invaluable help and support.

The AGMs in non-Congress years like today often have no voting on motions and approval is required only for three important items to fulfil the legalities of the Companies Act in the Financial area following presentations given by the Auditors and the Chair of Finance and Risk, bookended by the President's address and the CEO Report.

As normal after this address, John Lacy will present on the Audit online, Michael will present on the financial aspects, and Hamish will report on the Activities of Athletics Ireland. In addition, today we have important motions to deal with which we hope will receive your much valued support and Brid will present on exciting new governance proposals.

During my addresses at Congress 2023 and AGM 2022 I spoke about the need to look at the governance of our organisation as we approach our twenty fifth anniversary. Also, the Carmichael presentation at Congress 2023 set the scene. I acknowledge that some great work has already been done by past Boards. This Board has embraced this need, looking at the Board and sub-Board levels and in collaboration with the Governance Committee and other key individuals we have developed proposals. This process has been led by our Deputy President and Chair of Governance Brid Golden. I am delighted that we have come this far.

After the AGM the proposal will be shared with you, and there will be opportunities for feedback and a Constitutional EGM is planned for later this year to enact changes in time for Congress 2025. Please give our proposal your consideration as we work together to bring these changes to future proof and continue the journey of best practice in our association.

From a High-Performance point of view, 2023 reached new levels with outstanding performances at the World Championships in Budapest. What joy to see one of our athletes Elizabeth Ndudi of Dundrum South Dublin grace the front pages (Yes, the front pages) with her wonderful Gold Medal in Long Jump at the European U20s in Jerusalem, watch this space for future success among our young field eventers.

2024 has opened with the World Indoor Championships in Glasgow highlighted by an epic final day for the team. It was really heartening to see such a large attendance from the Irish Supporters in the arena.

This summer will bring great opportunities in Rome at the European Championships and at the Olympic Games in Paris. This is the hundredth anniversary of Irish Participation as Ireland in the Olympic Games (we also know and are proud of the many Irish who competed with great success prior to 1924). I am sure all of you are as excited as I am for our athletes



this year. On your behalf I wish all our athletes, all their support teams and our High-Performance team success.

There are many aspects to our sport along with High Performance, among these we look forward to the publication of the Athletics Ireland Participation strategy and the holding of discussions with Para Athletics. Great to see the assistance to Coaches and Officials with the introduction of financial support for our HP Coaches and the excellent Officials Training Courses that have taken place.

Our sport is in a great place and most importantly there is a pipeline for the future in place. Anyone attending or watching the recent Juvenile Indoor Championships should be able to testify to this with the outstanding performances and competitive events on display. The biggest queue was for photos with the "Personal Best" placard. Future potential was also visible at the School's International Cross Country hosted at the Sports Campus recently. At the end of the AGM today there will be a video and short update on the "Spraoi Games" which could become an important and efficient portal for attracting youngsters into our sport given the competitive demand for kids from all the various sports.

Of course, I know none of this would be possible without the brilliant cohort of volunteers, (many of you here or online today) working closely with the staff of Athletics Ireland. A sincere thank you to all of you involved.

Well done to all those involved in bringing new facilities online in the last year, hopefully there will be success in the next Sports Capital Grants and hot off the press the fund for Major Sports Infrastructure known as LSSIF announced yesterday, for our units and those going in under a shared submission with other sports.

I wish to sincerely thank you all for your support during my third year as President. It has been a pleasure and a privilege to work with you all and lead our wonderful sport during these great days.

During the last week I celebrated the fiftieth anniversary of my first race in a club singlet (having represented my school a few months earlier). The five decades been an amazing journey, however I look forward with excitement to the coming year with the potential of success at the Major Games, our young athletes coming through the pipeline, the continued expansion and improvements across all fronts and the journey to Constitutional change beginning today for the betterment of the good ship Athletics Ireland.

Finally, I would like to take this opportunity to remember those from our Sport who have passed away since Congress, may they RIP. I don't have a comprehensive list but would like to mention a few who will be representative. As always, I would ask the County Board and Provincial Councils to let me know of the names of any members past and present who have passed on.



Life Vice President: Ronnie Long (Limerick) also an Olympic Team Manager 1976.

Olympians: Willie Dunne (Donore Harriers) 1960 and Claire Walsh (Clonliffe Harriers) 1972

Former County Chairs: Ignatius O'Neill and Tom Godley (Offaly), Noreen Murphy (Cork)

Stalwarts: Johnny Fox (Tallaght) and Con Murphy (Leevale)

I would like us all to take a moment to reflect on those mentioned and the many more who contributed during their lifetime.

Thank you for your attention. We will proceed with the rest of our AGM now.

4. Minutes of the 2022 AGM

The minutes for the 2022 AGM were proposed by Padraig Griffin, Leitrim and seconded by Martin Fitzgerald, Kerry.

5. The Auditors Report

The Auditor's report was delivered by John Lacy from Lacy, Fitzgerald, Mulcahy via zoom link.

This was proposed by Michael Quinlan, Board and seconded by Brid Golden, Board

6. Appointment of the Auditor

Michael Quinlan thanked John Lacy of Lacy, Fitzgerald, Mulcahy for their work and recommended their reappointment as auditors.

This was proposed by Padraig Griffin, Leitrim and seconded by Georgina Drumm, Louth

7. The Financial Report.

The Financial report was delivered by Michael Quinlan as Chair of Finance and Risk. Afterwards the President extended thanks to Michael Quinlan and to the Finance and Risk Committee, Finance Director, John Holian, and the finance department Sarah McCarthy and Roisin Horgan.

This was proposed by Michael Quinlan, Board and seconded by Brid Golden, Board

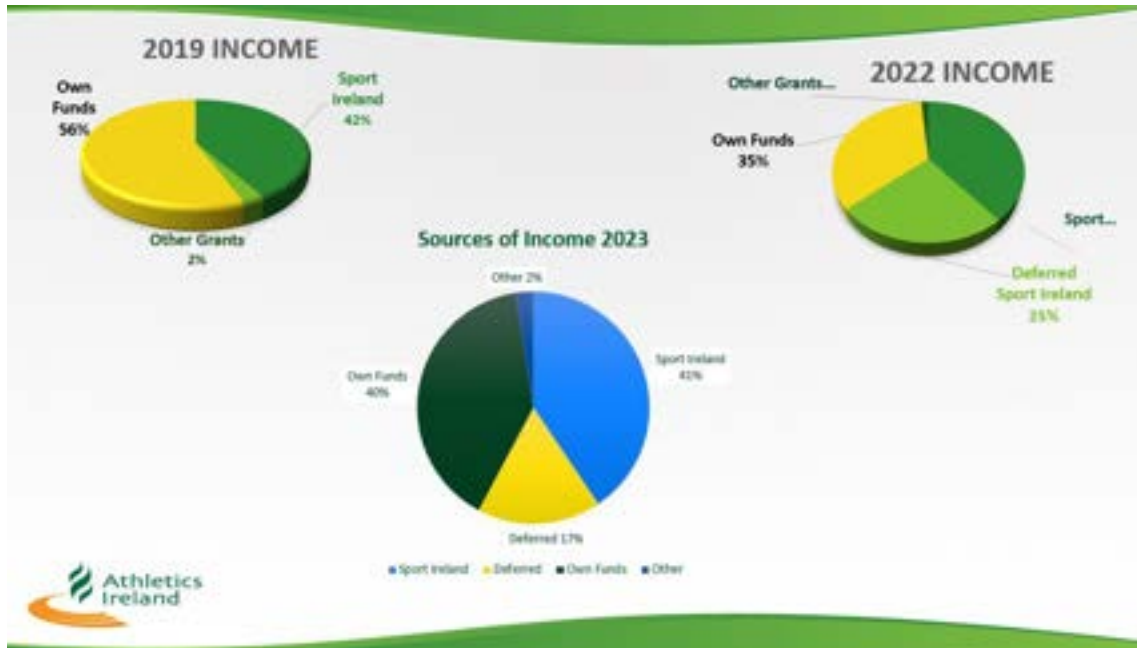
ATHLETICS IRELAND AGM 2024 FINANCE AND RISK



Athletics
Ireland

Income and Expenditure

€'000	2023	2022	2021	2020	2019
Income	7,150	7,030	5,093	4,279	5,283
Expenditure	(7,149)	(6,752)	(4,830)	(4,044)	(5,275)
Surplus	1	278	263	235	8



Income Grants Released – Sport Ireland

€'000	2023	2022	2019
Core	1,333	1,413	859
Performance	1,082	1,210	840
Carding	596	474	192
Hosted Events	115	76	91
Get Ireland Running (Healthy Irl)	121	112	172
Women in Sport	64	97	45
Dormant Funding	273	116	0
Euro XC (Grant €200k)	0	0	2
Covid/Club Resilience	167	673	0
COVID NGB	296	214	0
Other Grants	85	93	0
Total Grants Released	4,132	4,478	2,201

Competition and Marketing

	Income		
€'000	2023	2022	2019
Competition	397	347	348
Marketing	305	239	309
Total	702	586	657

	Expenditure		
€'000	2023	2022	2019
Competition	785	786	685
Marketing	235	215	167
Total	1,020	1,001	852

Recreation

	Income		
€'000	2023	2022	2019
Owned/Managed Events	519/83	329 / 96	611/213
Summer Camps	92	71	118
ODL /Permits	191/0	24	35
Total	885	520	977

	Expenditure		
€'000	2023	2022	2019
Owned/Managed Events	456/83	362/96	491/134
Summer Camps	76	54	101
Administration	17	17	8
Total	632	551	734

Expenditure - Performance

€'000	2023	2022	2019
Sport Ireland Carding	595	464	192
Athlete Support	145	170	127
Competition Travel	207	245	154
Competition Accommodation	132	139	115
Medical	98	36	146
Performance Coaching	136	93	116
Preparation/Qualification Ops	132	195	87
Admin/Gear	70	45	37
Total	1,515	1,387	974

Ringfenced Membership Funding

€'000	2023	2022	2021	2020	2019
Membership	64,727	63,578	56,170	55,419	62,700
€3 Fees Received	€194	€191	€168	€167	€188
ODL Received	€191				
HP					
Extra Event Coordinator Staff costs	€40	€35	€21	€6	€31
Performance Prep Costs	€62	€79	€56	€31	€109
Athlete Support & Medical/Deferred	€32/€57				
Admin & IT	€54/€48				
Development					
Extra RDOs staff costs	€121	€121	€27	-	€27
Extra Development Activity costs	€55	€31	€26	€3	€38
Total Spent	€469	€266	€130	€40	€205
Annual Difference	-€84	-€75	€38	€127	-€17
Cumulative	-€9	€73	€148	€110	

Expenditure – Wages and Salaries

€'000	2023	2022	2019
Staff Wages	2,205	1,772	1,497
Employer PRSA	68	43	-
Total Wages & Salaries	2,273	1,815	1,497
% of Turnover	31	26	28
Full Time Staff	43	37	31
Part Time Staff	10	3	11

Athletic Association of Ireland Balance Sheet

€'000	2023	2022	2019
Fixed Assets Note 8	238	281	118
Investment	607	724	928
Debtors Note 11/ Stock Note 10	569/50	639/31	456
Cash	2,309	2,846	372
Creditors – Note 12	2,346	2,977	(902)
Special Reserve	562	250	0
Retained Surplus	866	1,294	972
Total	1,428	1,544	972



Finance & Risk Committee Work Plan

Review Risk Register	Ongoing
Auditors Meeting and Review of Financial Accounts	Completed 2023
Review Financial Procedures document	In Progress 2024
Review corporate structure of AIE and AAI	Ongoing
IT – General Structure, Cyber Security and Inventory	Ongoing
Budget 2024	Completed 2023
Review of Accounting package/accounts automation	ongoing

Budget 2024 Income

Income €'000	2024	2023 Actual
Sport Ireland Grants	4,168	4,132
Other Grants	135	175
Registration/Affiliation	1,333	1,133
Competition & Marketing	754	702
Coaching & Development	154	123
Recreational Events	591	694
ODL	240	191
Total Income	7,375	7,150

Budget 2024 Expenditure

Expenditure	2024	2023 Actual
Wages & Salaries	2,443	2,273
Performance	1,473	1,515
Coaching & Development /Club Resil	435/0	461/175
Participation	674	431
Competition	839	785
Administration/Contingency	612/50	562
Recreation	559	632
Marketing	238	236
Depreciation	51	79
Total Expenditure	7,375	7,149
Surplus	0	1

Athletics Ireland Enterprises

16

Athletics Ireland Enterprises Income Statement

	2023	2022	2021	2020	2019
Sales	80,525	24,564	11,565	51,255	193,004
Expenses Deprec	(197,266)	(98,131)	(125,104)	(112,301)	(257,261)
Operating Loss	(116,741)	(73,567)	(113,539)	(61,046)	(24,257)
Exceptional Item	-	342,785	-	-	409,957
Interest payable & Bank charges	(312)	(308)	(337)	(1,269)	(2,122)
Gain/Loss before taxation	(117,053)	268,910	(113,876)	(62,315)	343,578
Tax Charge	-	(209)	-	(6,082)	(6,771)
(Loss) / Profit for the year	(117,053)	268,701	(113,876)	(68,397)	336,807
Total Comprehensive Income / (expenditure)	(117,503)	268,701	(113,876)	(68,397)	336,807

Athletics Ireland Enterprises Balance Sheet

€'000	2023	2022	2021	2020	2019
Fixed Assets Note 7/8	1,023	1,130	876	964	1,046
Debtors Note 9/ Stock	25	4	46	64	85
Cash	47	85	12	-	32
Creditors – Note 10	(488)	(495)	(479)	(450)	(467)
Long Term Loan AAI – Note 11	(639)	(639)	(639)	(648)	(697)
Reserves	(32)	85	(184)	(70)	(1)

During the course of this presentation Michael Quinlan highlighted the importance of having strong financial reserves. It is the Board's policy to reach reserve levels of ten percent of annual turnover. Michael also highlighted the improvement in self-generated funds year on year and noted that it is the Association's ambition to self-generate at least fifty percent of total annual turnover.

8. Chief Executive Officer's report

Delivered by Hamish Adams.

Good morning, Ladies & Gentlemen.

It is a pleasure to stand here today and formally note all that we have achieved as an organisation in 2023. We continue to grow and develop in a positive trajectory, and many believe that our sport has never been in better health.

I have previously described the four M's that every National Governing Body aspires to excel at; Membership, Medals, Marketing and Money and we are excelling in all these areas! 2023 represented another record membership of 64,727, we are tracking for a record haul of targeted high-performance medals across the Olympiad, and we aspire to deliver an Olympic medal in Paris this year, our marketing and storytelling has reached record levels of measured engagement and financially we have developed reserves of approximately €600,000.

I have recently added a fifth M to this summary 'Morals'. Our Morals or values underpin all we do, and I am proud to say that we do live our values of integrity, inclusion, respect and excellence. We are not afraid to call out poor values and this is also important.

My speech today is going to be simple; I am not going to present copious information on PowerPoint as the 2023 financials include a detailed summary of our activities and information. Michael has also covered much of this detail in his financial report.

The only three slides I am going to present today is on Child Safeguarding, Anti-Doping and Governance.

Sport Ireland Governance Code

- 1
Principle 1: Leading our organisation
 14 sub principles: Compliance rate 100% (14/14)
- 2
Principle 2: Exercising control over our organisation
 17 sub principles: Compliance rate 100% (17/17)
- 3
Principle 3: Being transparent and accountable
 13 sub principles: Compliance rate 100% (13/13)
- 4
Principle 4: Working effectively
 17 sub principles: Compliance rate 100% (17/17)
- 5
Principle 5: Behaving with integrity
 14 sub principles: Compliance rate 100% (14/14)

Child Safeguarding

- Children First Act 2015 & Child Safeguarding Statement support for clubs.
- 358 sports leaders tutored in Child Safeguarding in 2023 across 20 courses.
- Child Safeguarding basic awareness online training module launched for clubs.
- 2,445 Garda Vetting applications processed for volunteers in 2023 (2100 in 2022).
- Quarterly safeguarding newsletter distributed to Club Children's Officers and Chairpersons.
- Support for clubs with child safeguarding queries and concerns.
- Complaints and disciplinary and Garda vetting cases management.

Anti-Doping

- 📌 Several education seminars presented.
- 📌 27 athletes on the registered testing pool in 2023.

Sport Ireland Programme				
Athletics Ireland	In Competition Tests	Out of Competition - Urine tests	Out of Competition - Blood Tests	Total
2022	38	93	87	218
2023	26	96	92	216

User Pays		
Athletics Ireland	In Competition Tests	Total
2022	6	6
2023	4	4



Today I want to detail some of our challenges as an organisation and ask you all as administrators for your support in meeting these challenges head on.

Our Strategic Plan 2021 to 2028 launched at Congress 2021 was the outcome of a widespread consultation process where every member here had the opportunity to contribute. Our vision, to inspire the nation to be active, healthy and to perform through athletics is all consuming and we are proud to be the largest participation sport in the nation. We formally noted our ambitions and deliverables in this strategic plan.

Our leadership and guiding principles in our strategy are based on people, partnerships, innovation, sustainability, technology and communication.

Key Pillars of the Plan include.

1. Coaching
2. Performance
3. Community
4. Competition
5. Participation
6. Marketing

However, to deliver the objectives within this plan and the pillars mentioned, requires financial investment and human resources. We all want to support our athletes' ambitions to be the best through expert coaches, fantastic facilities, great competition, live streaming, positive stories and excellent administration.

However, we simply cannot deliver the outcomes in this plan without challenging the way we operate, and this challenge represents our ambition!

So, my ask of you the voting representatives here today is to be ambitious like our athletes and coaches and please support the Board motions proposed at this AGM.

Our business has evolved significantly we are rapidly approaching a €10 million turnover in a complicated environment that requires detailed oversight and management. It is very difficult for us to communicate all the intricacies of our business in ten minutes here today. Your trust and support of the Executive and Board expertise, your elected representatives is an endorsement of our ambition to deliver our strategic plan!

So, What Are Our Challenges?

We have all been operating in an unrelentingly volatile and uncertain environment for years; the pace of change hasn't slowed since the onset of the COVID-19 pandemic. While grappling with shock in the economic environment, new technology such as Artificial Intelligence, shifting consumer preferences, and rapidly evolving markets, we are also juggling a range of organizational shifts that have significant implications for structures, processes, and people.

We are under resourced in human capital, at club level including coaches, administrators and officials. Athletics Ireland is a very lean organisation, we are significantly understaffed in the areas of high performance, administration, IT, and development.

We have become very reliant on Government funding. In 2019 pre covid we generated approximately 60% of our own revenue, in 2022 this figure had declined to just 35%. This figure is trending upwards but as mentioned the Government supports received during covid have dried up. We aspire to manage our ability to invest in areas we believe are strategically most important, but this is not always the case with Government grants received, which must be spent for the purposes given.

We continue to lobby Government and Sport Ireland for increased revenue streams, and we seek additional diversified income streams to support our ambition to deliver excellence. The One Day Licence initiative established in 2023 has provided us with a significant income from non-members that is ring fenced for our High-Performance system. This new revenue combined with record commercial sponsorship has seen us continue to make giant steps forward in high performance. We have also recently established a Philanthropic group generating significant additional revenue to also support our HP programme.

Our rapid digital transformation in recent years has also created opportunities for us to develop further revenue streams. I note our commitment to ongoing digital transformation across our organisation and to ensure the compliance of all GDPR and IT security requirements. Again, this requires significant financial investment.



We Have A Bright Future

We must continue to be agile, embrace change and maintain our values. Now more than ever we see the value of our people and culture, I note that our people are our most valuable asset and excellent people working together make our organisation.

There are people across the country, who work tirelessly at Club level, as officials, as County Board members, on Provincial Councils and on National Committees in the interest of developing our sport and I would like to say a special thank you to each of you. Your dedication is greatly appreciated now more than ever to ensure our sport continues from strength to strength.

The staff members of Athletics Ireland are equally committed, I note that the long often unsociable hours of service given by this group of people is exceptional. Our staff represent us with distinction on a daily basis and I thank you all personally for your continued excellence.

To the Board of Athletics Ireland thank you for your support, it has been exceptional and unified. And to our President John Cronin, your commitment to athletics is special and your ability to give all our stakeholders a voice is valued.

There are a number of organisations, Government and Sponsors, who have been and will continue to be of huge importance to Athletics Ireland and I would like to thank them all for their support. I do wish to name the following organisations to emphasize their importance to us, the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, Sport Ireland, Joma, Grant Thornton, Sports Travel International, Clayton Hotel Dublin Airport and Eventmaster. A special thank you to 123.ie your investment in athletics has driven us to new heights.

Breaking news, we have another very special partner joining us from the 1st of January 2025, further good news for us all.

Finally, again I ask you all to support the Board motions being presented today as they represent the ambition of our strategic vision and plan. We cannot expect to deliver new or greater outcomes if we are not prepared to embrace change and invest in our sport.

Yours in Athletics Hamish Adams

9. Adoption of Standing Orders and Appointment of Scrutineers

STANDING ORDERS

1. Voting for all motions and amendments shall be by a show of hands: amendment of the Memorandum and Articles of Association (Art 82) requires a 75% majority; otherwise a simple majority will apply.
2. The Proposer of a motion may speak for 3 minutes, but no longer than 3 minutes.
3. The Proposer of an amendment may speak for 2 minutes, but no longer than 2 minutes.
4. A Delegate speaking to a motion, or an amendment thereto shall not exceed 2 minutes.
5. The Proposer of a motion may speak for a second time for 2 minutes before a vote is taken, but no other delegate can speak a second time to the same motion.
6. The Chair may at any time consider that a motion has been sufficiently discussed; call on the proposer for a reply, and when that has been given a vote must be taken.
7. A Delegate may with the consent of the Chair move “That the question be now put” after which, when the Proposer has spoken, a vote shall be taken.
8. Standing orders shall not be suspended for considering any matter not on the agenda, except by the consent of a majority equal to two thirds of those present and entitled to vote.
9. A member who feels that Standing Orders have been contravened may raise a point of order with the Chair. The ruling of the Chair on the point of order shall be final.
10. All speakers shall introduce themselves by stating their name; who they are representing and address all remarks to the Chair.
11. Motions not on the final agenda shall not be considered.
12. Only members of the BOARD, registered delegates of COUNTY BOARDS and PROVINCIAL COUNCILS may vote, move motions or amendments.
13. The Chair shall lead meeting and is the final arbiter on all matters related to the conduct of the meeting.

Proposed by Bernie O’Callaghan, Ulster; Seconded by Evelyn O’Reilly, Cavan.

Scrutineers Appointed

- Ulster – Mark Connolly
- Leinster – Majella McGrath
- Connacht – Iain Shaw
- Munster – Pádraig Kelly
- Staff – John Holian

10.Motions

CONSTITUTION

Note: Per Article 48 Amendments to the original Motions were received in advance and distributed. The procedure at the meeting was:

Original Motion Proposed and Seconded.

Amendments were dealt with, in the order listed below, each proposed and seconded. Following debate, the Amendment was put to a vote. If successful, the amendment became part of the substantive motion. This was repeated for each amendment relating to the original motion.

Once the amendments had been dealt with, the original or amended motion was put as the substantive motion to a vote.

As none of the amendments were carried, in all cases where there was amendment(s) the original motion was put to a vote as the substantive motion.

For clarity the motions below are listed as the Original followed by the Amendment(s) in the order they were put.

Article 33 (vi)		
Registered Members attending (non-voting) as permitted by Article 32;	1.	Revised to: THAT: Registered Members attending (non-voting) as permitted by Article 33 (a); BOARD
Rationale: Incorrect numbering.		
Proposed by Andrew Lynam, Board; seconded by Claire Shannon, Board - Carried		

Article 33 (vii)		
Representatives of the media, unless excluded in accordance with Article 39; and	2.	Revised to: THAT: Representatives of the media, unless excluded in accordance with Article 40; and BOARD
Rationale: Incorrect numbering.		
Proposed by Andrew Lynam, Board; seconded by Claire Shannon, Board - Carried		

Article 48	
Reinstatement of Article.	<p>3. Revised to: THAT: Any motion, other than a motion from the Board, whether to amend the memorandum of association of the Association, these Articles, the Byelaws, the Rules of Competition or Other Rules or on any other topic, shall be notified to the CEO in writing not less than sixty (60) Clear Days before the date for holding the general meeting. Each such motion shall deal with one subject only.</p> <p>BOARD</p>
<p>Rationale: To re-instate this article mistakenly dropped from the constitution following Congress 2023. Note constitutional numbering will be adjusted accordingly.</p>	
<p>Proposed by Andrew Lynam, Board; seconded by Claire Shannon, Board - Carried</p>	

Article 25 (h)	
<p>All decisions issued under the Appeals procedure set out in Article 24(f) and 24(g) above may be appealed exclusively by referral to Sport Dispute Solutions Ireland within 14 days after the decision has been communicated to the person or body in respect of whom or which the decision was made, for final and binding arbitration in accordance with the Sport Dispute Solutions Ireland Arbitration Rules (as amended from time to time). The decision of the arbitrator(s) thereunder shall be final and binding on all concerned.</p>	<p>4. Revised to: THAT: All decisions issued under the Appeals procedure set out in Article 25(f) and 25(g) above may be appealed exclusively by referral to Sport Dispute Solutions Ireland within 14 days after the decision has been communicated to the person or body in respect of whom or which the decision was made, for final and binding arbitration in accordance with the Sport Dispute Solutions Ireland Arbitration Rules (as amended from time to time). The decision of the arbitrator(s) thereunder shall be final and binding on all concerned.</p> <p>BOARD</p>
<p>Rationale: Incorrect numbering.</p>	
<p>Proposed by Andrew Lynam, Board; seconded by Claire Shannon, Board - Carried</p>	

Article 14 Affiliated Clubs	
<p>(a) Any club prepared to properly promote Athletics in any County or Province, and which has at least 10 (ten) members (four of whom have attained the age of 21 years) and who will be entitled to be</p>	<p>5. Revised to: THAT: (c) Affiliation granted by a County Board must be confirmed with a majority vote of those affiliated clubs present at the County Board meeting (quorum 50% of total affiliated county clubs plus one) and entitled to vote. The prospective new club should also be present at the County Board meet to present</p>

<p>Registered Members if that club becomes Affiliated shall be eligible to apply for Affiliation. All members of an Affiliated Club must become Registered Members within a reasonable time (as determined by the Board in any case) after that club has become Affiliated.</p> <p>(b) Applications for Affiliation by a club together with a copy of its constitution shall be submitted to the relevant County Board which shall have the power to affiliate clubs provisionally.</p> <p>(c) Affiliation provisionally granted by a County Board must be confirmed at its next Annual County Board Convention which confirmation must obtain a special majority, i.e. 2/3 of those clubs present at that Convention and entitled to vote which 2/3 must also represent at least one half of the aggregate voting power of all Affiliated Clubs present at that Convention.</p>		<p>their case (but the prospective new club cannot vote).</p> <p>(d) Should a candidate club fail to become affiliated under 14(c) the right of appeal will be to the relevant Provincial Council within 21 days. The relevant County Board and/or the candidate club will have a further right of appeal (within 21 days of the Provincial Council decision) to the Board of AAI whose decision will be final and binding. All decisions will be communicated within a reasonable time frame.</p> <p>BOARD</p>
<p>Rationale: To allow a right of appeal to a candidate club seeking affiliation if not successful under 14(c) above and to simplify the new club affiliation process.</p>		
<p>Proposed by Brid Golden, Board; seconded by Laura Brennan, Board For: 67 Against: 18 - Carried</p>		
<p>Motion 5 Amendment A.</p>		
		<p>Revised to: THAT: (c) Affiliation granted by a County Board must be confirmed with a majority vote of those affiliated clubs present at the County Board meeting (quorum 2/3's majority of total affiliated county club delegates) and entitled to vote. The prospective new club should also be present at the County Board meet to present their case (but the prospective new club cannot vote).</p>

		<p>(d) Should a candidate club fail to become affiliated under 14(c) the right of appeal will be to the relevant Provincial Council within 21 days. The relevant County Board and/or the candidate club will have a further right of appeal (within 21 days of the Provincial Council decision) to the Board of AAI whose decision will be final and binding. All decisions will be communicated within a reasonable time frame.</p> <p>GALWAY</p>
<p>Rationale: '50%' changed to two thirds. 'county clubs' changed to 'county delegates'. removal of the words 'plus one'.</p>		
<p>Proposed by Andrew Talbot, Galway; seconded by Evelyn O'Reilly, Cavan For: 32 Against: 59 - Lost</p>		
<p>Motion 5 Amendment B.</p>		
		<p>Revised to: THAT: The addition to (d) Such right of appeal may only be to a defect in the process or procedure followed at the County Board meeting and not to the outcome of a vote properly taken under 14(c). Any such defect so appealed to be remitted back to the relevant County Board for rectification.</p> <p>MEATH</p>
<p>Rationale: Clarifying that affiliation of clubs remains a reserved function of County Boards.</p>		
<p>Proposed by Michael Cornym, Meath; seconded by Maggie Higgins, Meath - Lost</p>		

ADMINISTRATION

6. The increase of the registration fee from the 1/1/2025 to Juvenile €20 and Senior €25.

Rationale:

- Applying the split of Juvenile members at €15/Senior €20 to 2024 and assuming we maintain 70k members (no growth) then we would receive approx. €300k extra in nett revenue in 2025.
- Current reg fee is Juvenile €15 and Senior €20 since the 1/1/2019. Note inflation during this period has been approx. 20%.
- For comparison, Swim Ireland senior fee is €49 going to €54, Cycling Ireland senior fee €136, Gymnastics Ireland senior fee €70.
- This increase will be used to cover higher costs across the business as a result of inflation.

BOARD



Proposed by Michael Quinlan, Board; seconded by Greg Duggan, Board
For: 67
Against :17
- Carried

Motion 6. Amendment

The increase of the registration fee from 1/1/2025 to Juvenile 20 euro and Senior 25 euro, this increase to also cover €1.50 per member for Directors & Officers Insurance.

LOUTH

<p>Proposed by Georgina Drumm, Louth; seconded by Catherine Muckian, Louth For: 41 Against:49 - Lost</p>
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7. The increase of the registration fee for Juvenile and Senior members by €1.50 from the 1/1/2025 to cover the cost of Directors & Officers insurance.

Rationale: Recommendation from Congress 2023.

The cost to establish a group Directors & Officers insurance scheme for all Clubs, County Boards and Provinces is in the region of €100,000. This insurance cover is highly recommended for all Clubs, County Boards and Provinces. This insurance covers the cost of claims and settlement amounts made against your Club and the club's directors and managers, officers or key decision makers for alleged wrongful acts e.g. misleading statement, incorrect decision making, libel/slander, breach of duty, breach of trust or neglect. As an officer of the club you have unlimited personal liability. This policy would therefore protect the assets of the individual in the event of a claim.

The €1.50 fee increase proposed in this motion will be in addition to the €5 proposed in Motion 6.

BOARD

<p>Proposed by Michael Quinlan, Board; seconded by Greg Duggan, Board Unanimous - Carried</p>
--

8. The increase of the Club Affiliation fee to €500 from the 1/1/2025.

Rationale: Recommendation from Congress 2023.

This motion will be withdrawn by the Board if motion 7. is passed. This motion offers an alternative mechanism to establish the Directors & Officers group insurance scheme.

The increase of the club affiliation fee from the current €150 to €500 from the 1/1/2025. This increase covers the group cost of Directors and Officers liability cover for all AAI affiliated Clubs. This is a group insurance scheme and will save clubs who are currently purchasing this cover independently up to €200 each as the individual cost per club is approximately €550. All Clubs should be availing of this cover to protect their coaches and club officers.

BOARD

<p><i>Withdrawn</i></p>



9. Athletics Ireland Affiliated Clubs, County Boards and Provincial Councils must apply for an AAI permit through the approved AAI system portal when organising an event (Recreation, Road, Track & Field & Cross Country) for their own Club, County or Province or on behalf of a third party.

Rationale:

This motion is to clarify that all Athletics Ireland affiliated Clubs, Counties & Provinces must operate using the approved AAI system portal to obtain a permit. Note this ensures all appropriate events are recorded for insurance purposes for example all road races, County and Provincial Cross Country and Track & Field events. Note club trainings, club and county leagues, development events, squad trainings do not require a permit. All National events are recorded separately and directly with the insurer and hence do not require County Board approval. However, all National event dates will be shared with respective County Boards to prevent date clashes.

BOARD

Proposed Fintan Reilly, Board; seconded by Seamus Flynn, Board

For: 63

Against: 22

- Carried

Motion 9. Amendment

Any unit of the Association, Club, Co Board or Province requiring an event permit on their own behalf or for another organisation must use the Association approved portal system.

Rationale:

The wording 'organising an event (recreation, road, track & field and cross country)' describes practically everything a club and County Board does. An event can be used to cover every small club and county race, club and county leagues, development events (that word again) squad training etc that are the day-to-day life of our clubs - and can even include schedule training sessions. To have to apply for a permit for each one is not possible for our already overstretched club secretaries.

KILDARE

Proposed Fintan Howard, Kildare; seconded by Michael Cornyn, Meath

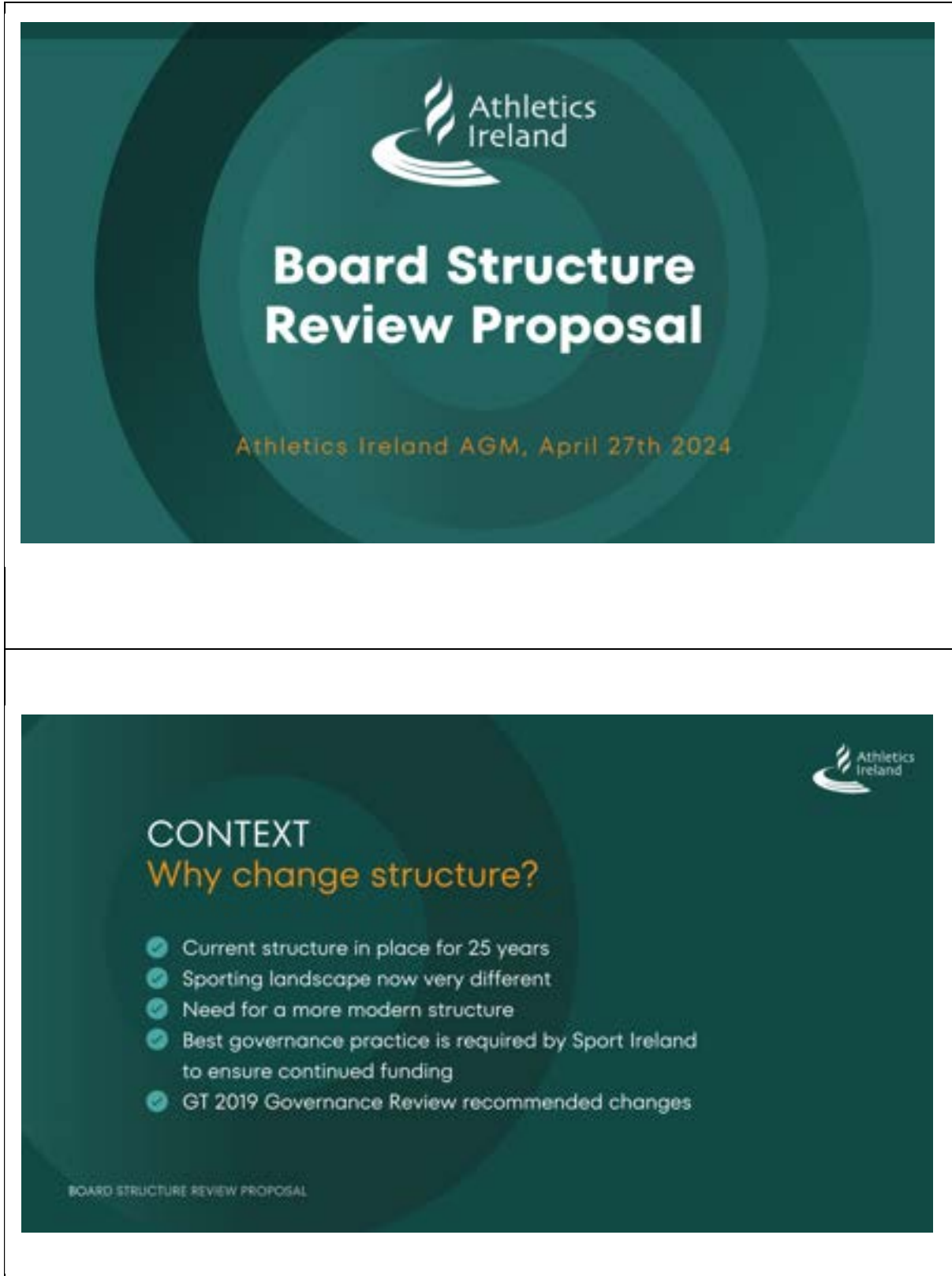
For: 11

Against: 65

- Lost

10. Board Structure Review Proposal

The following was presented by Bríd Golden. The contents of which are for consideration and will be discussed further at the EGM in September 2024.



The image shows two presentation slides from Athletics Ireland. The top slide is a title slide with a dark teal background and the Athletics Ireland logo at the top. The main text reads "Board Structure Review Proposal" in large white font, with "Athletics Ireland AGM, April 27th 2024" in smaller orange text below it. The bottom slide has the same background and logo. It features the heading "CONTEXT" in white and "Why change structure?" in orange. Below this is a list of five bullet points, each with a teal checkmark icon. At the bottom left of the slide, the text "BOARD STRUCTURE REVIEW PROPOSAL" is written in small white capital letters.

Athletics Ireland

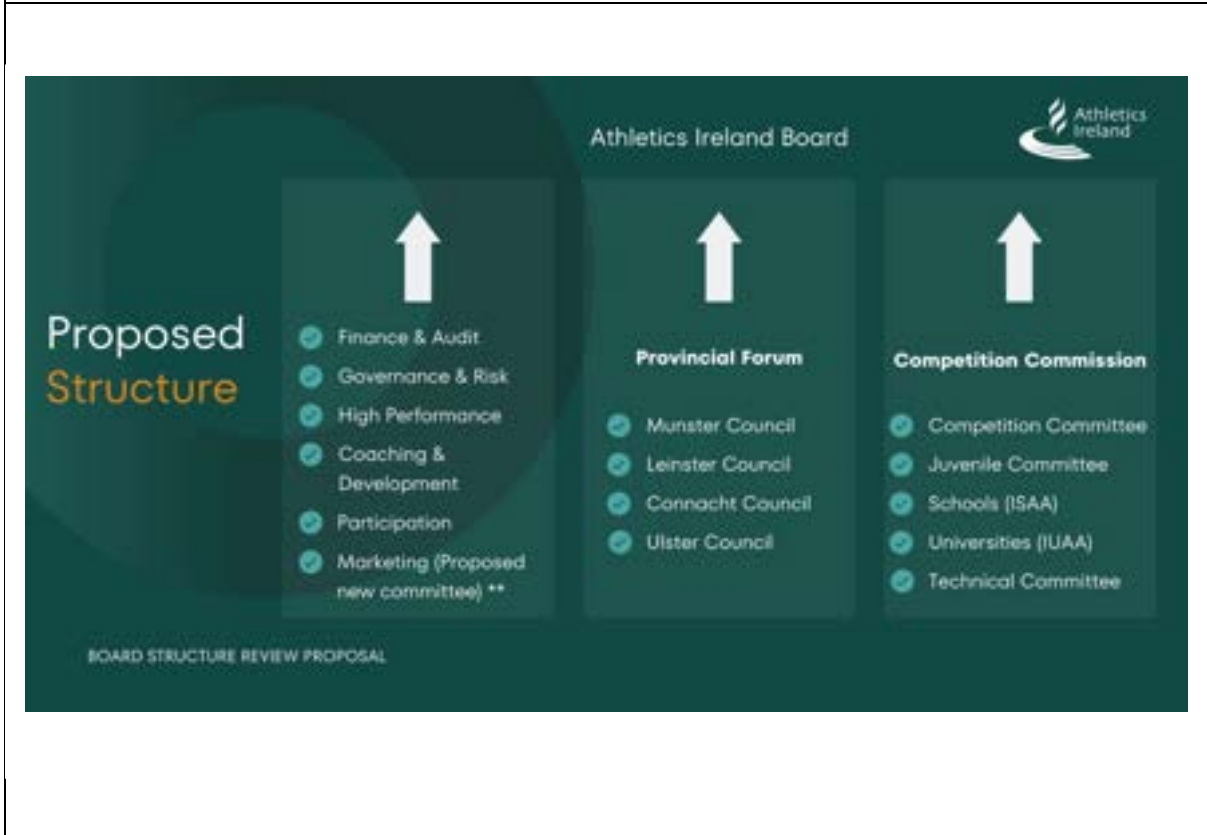
Board Structure Review Proposal

Athletics Ireland AGM, April 27th 2024

CONTEXT
Why change structure?

- ✔ Current structure in place for 25 years
- ✔ Sporting landscape now very different
- ✔ Need for a more modern structure
- ✔ Best governance practice is required by Sport Ireland to ensure continued funding
- ✔ GT 2019 Governance Review recommended changes

BOARD STRUCTURE REVIEW PROPOSAL





All current committees will remain in place and will continue their current activities

BOARD STRUCTURE REVIEW PROPOSAL



Board Term Term Limits



2 Years

Max 12 years

Note: a Board member can complete 2 consecutive terms in any role

BOARD STRUCTURE REVIEW PROPOSAL

Proposed Board Structure

- ✔ 12 members
- ✔ President / Chairperson - Elected
- ✔ Chair of Finance and Audit - Elected
- ✔ Chair of Coaching & Development - Elected
- ✔ Chair of Competition Commission - Elected
- ✔ Chair of High Performance - Elected
- ✔ Chair of Governance & Risk - Appointed
- ✔ Chair of Provincial Forum - Elected by Forum Members
- ✔ ANI Rep - Nominated
- ✔ Co-optee x 3 Appointed based on board skills gap
- ✔ Independent member from outside the sport of athletics - Appointed

BOARD STRUCTURE REVIEW PROPOSAL

Potential Additional Members



European Athletics and / or
World Athletics Council
Member

BOARD STRUCTURE REVIEW PROPOSAL

Notes

- ✔ President is Chairperson of Board
- ✔ Commercial & Marketing / Participation - Among skills to be included when considering Co-optee Appointments
- ✔ Appointed and nominated members to ensure gender balance and diversity. 6 elected, 6 appointed including ANI member, World Athletics / European Athletics Council member can be added. An amendment to the constitution to be considered that appointed Board members will be subject to the gender and / or diversity considerations across the Board members as required by Sport Ireland

BOARD STRUCTURE REVIEW PROPOSAL

Deputy President

- ✔ Deputy President / Chair from within elected Board Members
- ✔ Deputy President to be elected at Congress.
- ✔ Provincial Forum reps are nominated prior to Congress being held. Prior to Congress the Provincial Forum Reps will determine who will represent them on the Board. This would allow their Board representative to be eligible for election for the position of Deputy President
- ✔ Chairs of Finance & Audit, Coaching & Development, Competition Commission, Provincial Forum & High Performance are eligible for the election of the Deputy President position


BOARD STRUCTURE REVIEW PROPOSAL



Company Secretary

CEO and Company Secretary in attendance at Board meetings with rota of Senior Managers giving reports
Company Secretary position to be filled by member of the executive

BOARD STRUCTURE REVIEW PROPOSAL



Sub Board Group Competition Commission

- ✔ Name Competition Commission (subject to change of name of the competition committee to Senior Competition Committee)
- ✔ TOR for this Commission to be strategically focused rather than operational which will remain with the committees sitting under this umbrella commission

BOARD STRUCTURE REVIEW PROPOSAL

Sub Board Group Competition Commission

- ✔ The Chair of the Competition Commission, needs to have an overview of all the various competitions without being heavily invested at an operational level. Needs to respect all the various bodies that comprise the Commission
- ✔ The Chair of the Commission shall be a member of the Board. The Chair will be elected at Congress and serve for a term of two years

BOARD STRUCTURE REVIEW PROPOSAL

Composition of Competition Commission

- ✔ Chair of Competition Commission elected at Congress
- ✔ Chair Senior Competition (Elected at Congress)
- ✔ Nominee from Senior Competition Committee (Nominated by Snr Comp Comm.)
- ✔ Chair Juvenile Competition (Elected at Congress)
- ✔ Nominee from Juvenile Competition Committee (Nominated by Juv Comp Comm.)
- ✔ Chair Technical Committee (Nominated by the Board)
- ✔ Schools Nominee (Nominated by the Schools Association ISAA)
- ✔ Universities Nominee (Nominated by the Universities IUAA)
- ✔ AAI Director of Competitions (Staff), non-voting member acting as secretary
- ✔ The President will be an ex-officio member of the Commission

Representatives of the Senior and Juvenile Committees should be one male and one female from each committee

BOARD STRUCTURE REVIEW PROPOSAL

Competition Commission Purpose

The Competition Commission shall:

- Meet at least four times per annum.
- Foster co-operation between the executive, the Board, and the Competition committees.
- Communicate with the Board and Executive as appropriate.
- Facilitate and promote the dissemination of information and best practice on competition matters to the committees of the Commission.
- Oversee the development of competition related input during AI strategic planning process.
- Oversee the development and refinement of principles, concepts and strategies that will strengthen the AI competitions.

BOARD STRUCTURE REVIEW PROPOSAL

Competition Commission Purpose Cont.

The Competition Commission shall:

- Advise the Board on appropriate competition structures.
- Coordinate and maintain the Athletics Fixture Calendar.
- Work with the Director of Competitions as appropriate.
- Advise on the recruitment of volunteers to assist in the development and implementation of National Championships and related competitions as required.
- Agree policy to ensure that there is consistency in delivering the event programme across AAI, ISAA and IUAA organised events.
- Liaison with All regions including ANI as appropriate

BOARD STRUCTURE REVIEW PROPOSAL

Provincial Forum **Membership and Chair**



- Each Province will elect two representatives to sit on the Provincial Forum - one male and one female
- In this way, gender balance is ensured (at least 40% of each gender)
- Each representative can serve a maximum of two consecutive terms ie 4 year total
- The President will be an ex-officio member of the Forum
- Provincial Forum will elect its own Chair. They will then be put forward for approval at Congress
- The Chair will have his/her own vote. In the event of a tie in voting, the Chair will have the casting vote
- The Chair will serve for a term of two years
- Chair of Provincial Forum will be a member of the Board of Athletics Ireland

BOARD STRUCTURE REVIEW PROPOSAL

Provincial Forum **Purpose**



The Provincial Forum shall:

- Foster co-operation between provinces; the executive; the board and the Organisation's committees;
- Facilitate and promote the dissemination of information and best practice on the activities to the membership;
- Act as a forum in which operational matters relevant to Provinces are discussed, shared and recommendations made to Board and its committees and Executive
- Communicate with the Board and Executive as appropriate
- Note the option of the Chairs role will rotate between the provinces every two years if possible

BOARD STRUCTURE REVIEW PROPOSAL



BOARD STRUCTURE REVIEW PROPOSAL

Committee & Working Group Structure



Structures stay same with the exception of the C&D Committee, The HP Chair and the Juvenile Rep on this committee to be included in the 5 co-opted members thus reducing the committee size by 2



Coaching & Development



Finance & Audit



High Performance



Participation
NEW WORKING COMMITTEE SET UP IN 2022



Governance & Risk

Commercial & Marketing – proposed new working committee

Finance and Audit & Governance and Risk - Changing responsibilities will require the TOR to be reviewed

IT to be covered under Governance & Risk committee (currently under Finance & Risk)



BOARD STRUCTURE REVIEW PROPOSAL

Recommendation Election candidates



Required criteria and process to be eligible to be elected for a position to be considered / Bios of candidates to be requested and circulated prior to elections

Athletics Ireland

Grant Thornton Athletics Ireland Governance Review September 2019

RECOMMENDATIONS 1-5	ACTION
All to develop a formal TOR for the Board	In place prior to this 2024 review
All to develop separate TOR for each of the five principal committees	In place prior to this 2024 review
Reduce the size of the Board, increase the number of members appointed due to their skill set	Proposal to reduce Board from 16 to 12 members, currently 3 of 16 (18.7%) are appointed due to skill set, in the proposed new structure 5 of 12 (41.6%) will be appointed due to skill set, additionally, skills required for elected positions will be listed criteria for candidates going for election.
Board skill set to be examined and gaps filled by appointed members	In place prior to 2024 review
Introduction of a resource working group to examine the skills and to identify potential Board members from within and outside the sport	Resource working group to be formed as part of new structure

Athletics Ireland


Grant Thornton Athletics Ireland Governance Review September 2019

RECOMMENDATIONS 6-10	ACTION
Define the role of Chair and President. Consider appointment of an independent Chair	Roles defined. Matter of dual role considered, consensus that the President acting as Chair is a model that has served us well. Currently there is ample suitable people within the organisation with the skills required for the dual role. Members elect the President and Chair which is viewed as important.
Increase the number of co-opted Board members	Proposed new Board will have 4 co-opted members of 12 (33%) and another appointed total 41.6%, previous structure had 3 co-opted of 16 (18.7%)
Annual Board and committee assessment	Board assessment in place prior to 2024 review. Assessment to be extended to committee assessment in new structure
Annual training for Board members	In place prior to 2024 review
Board agenda papers to be in summary format	In place prior to 2024 review

Athletics Ireland

Grant Thornton Athletics Ireland Governance Review September 2019

RECOMMENDATIONS 11-15	ACTION
Strategic Plan to be monitored on an ongoing basis	In place prior to 2024 review
Committees to be aligned to strategic objectives of AI	Competition Commission to be formed uniting work of all competition sectors. Governance, Participation and Marketing will now all have specific committees ensuring all strategic pillars have an aligned committee.
Committees and Membership – committees should be smaller and more specialized, (9 members typically), members to be on one committee only	C&D Committee to be reduced by 2 members, new Competition Commission and Provincial forum will have 9 and 8 members (not including the President)
Committee term limits to be introduced	In place prior to 2024 review
TOR to be developed for County & Provincial Boards	Not part of the brief of this review To be addressed separately



Athletics Ireland

Next Steps

- ✔ 2 Open Online Information Sessions on Wednesday May 15th and Thursday May 23rd
- ✔ Feedback from all members and units of Athletics Ireland welcome
- ✔ EGM Saturday September 21st, 2024

BOARD STRUCTURE REVIEW PROPOSAL





11. Close of the AGM by the President,

The President thanked all those present for their attendance and those that were online.

Further thanks were expressed to:

Hamish Adams and Maresa Connolly for the preparation for and organisation of the AGM and the staff members present to facilitate the meeting.

Liam Hennessy, Jackie Mulhall and Brian Dowling, the Standing Orders Committee appointed by the Governance Committee.

The Crowne Plaza Hotel for hosting the AGM.

Gerry McGrath (Legal Advisor), John Lacy (Auditor) and Graham Mulcahy (Audiovisual & Time Keeping).

The President thanked everyone for the support of the motions, and who contributed to the debate and indicated that the new process for the handling of amendments following the 2023 Congress motion seemed to work well.

He advised he looked forward to the upcoming open sessions on the governance proposals as everyone works together toward the constitutional EGM on the 21st of September 2024.

The President advised that Lunch was to be available after a short presentation on the "Spraoi Games" after the AGM closed.

The President announced the date and venue for Congress 2025 as the 26th of April 2025 in the Tullamore Court Hotel in Tullamore, Co Offaly. He then formally closed the 2024 AGM at 14:15 and wished everyone well.

*****End*****