



# AGM 2026 MINUTES



# ATHLETICS IRELAND

## Table of Contents

<b>Athletic Association of Ireland CLG 2026 AGM - AGENDA</b> .....	3
<b>Opening of 2026 AGM by the AAI President, Bríd Golden</b> .....	4
<b>Standing Order Amendments</b> .....	6
<b>Roll Call</b> .....	7
<b>President’s Address</b> .....	8
<b>Minutes of AGM 2024 &amp; Congress 2025</b> .....	11
<b>The Auditor’s Report</b> .....	12
<b>Finance &amp; Audit Report</b> .....	13
<b>Chief Executive Report</b> .....	26
<b>Appointment of Scrutineers</b> .....	33
<b>Motions</b> .....	35
<b>Bye-Laws</b> .....	37
<b>New High Performance Strategy and Structure</b> .....	41
<b>Close of 2026 AGM</b> .....	56

# Athletic Association of Ireland CLG 2026 AGM - AGENDA

**Saturday 25<sup>th</sup> April 2026**

***In Person Crowne Plaza Hotel, Blanchardstown***

10:00 - 10:30	Registration
10:30 – 10:35	President’s Address
10:35 – 11:00	Roll Call by County
11:00 - 11:10	Minutes of AGM 2024 & Congress approval
11:15: - 11:20	Auditor’s Report
11:20 – 11:40	Finance & Audit Report – Chair of Finance & Audit 2025 Audited Accounts & 2026 Budget Summary Appointment of Auditors
11:40 – 11:50	CEO Report
11:50 – 11:55	Appointment of Scrutineers
12:00 -	Motions
	Presentation on the new High Performance strategy and structure
	Close of 2026 AGM and advise of Congress 2027 date/venue
	Lunch provided by Athletics Ireland & Social Opportunity

## Opening of 2026 AGM by the AAI President, Bríd Golden

Welcome to everybody to our 2026 AGM.

A few introductions to start with. At the top table we have our board.

On the back row we have Evelyn O'Reilly, Chair of the Provincial Forum; David Denieffe, Chair of Governance; Fintan Reilly, Deputy President and Chair of Finance & Audit; CEO, Hamish Adams; Gerry Dunne, Legal Adviser; Caroline O'Shea, Chair of High Performance.

On the front row we have John Riordan, Independent member; Shireen McDonagh, Co-optee; Olive Loughnane, Co-optee; Seamus Flynn, Chair of Coaching and Development; Gillian Browne, Co-optee; Michael Quinlan, Chair of the Competition Commission; Philip Snoddy, Athletics Northern Ireland Representative.

From the staff, I have already introduced Hamish Adams, we also have Maresa Connolly, the Office and Registrations Manager; Kieron Stout, HR and Child Safeguarding Manager; Paul McNamara, Director of High Performance; Noeleen Jones, our Finance Director; Ger Stewart, Director of Competition.

John Holian is here, he recently retired from his role as Finance Director. We would like to extend our +thanks to John who was our longest serving staff member, over 20 years with Athletics Ireland. When he joined, we were a very small organisation and he saw us through massive growth in the organisation, minded our funds, and we are very grateful and wish him a long and happy retirement.

### **Life VP**

We have a number of Athletics Ireland Life Vice Presidents with us. Caroline O'Shea, Georgina Drumm, Liam Hennessy, Dermot Nagle and Pdraig Griffin.

I would like to extend a special welcome to Pdraig. Today is his 61<sup>st</sup> general meeting. He attended his first in 1964 and only missed one in all those years, because of a bereavement.

## **Past President**

I'd like to also welcome our past Presidents Liam Hennessy, Georgina Drumm and John Cronin.

We have our Standing Orders Committee; John Cronin, Chair; Brian Dowling and Jackie Mulhall.

On audio visual and timekeeping, we have Graham and Matthew Mulcahy.

We have apologies from Ciaran O' Cathain, Paddy Marley, P.J. Claffey, Anne McHugh and Bernie Dunne.

There are no paper documents at today's meeting. All documents have been circulated, and they are behind QR codes which are available to all here today.

Our Order of Business today is as follows;

- Adoption of Standing orders
- Roll Call
- Presidents Address
- Approve minutes of AGM from 2024 and Congress from 2025
- Auditors Report
- Finance & Audit Report & the Audited Accounts
- Budget Summary
- Appointment of Auditors
- The CEO Report
- Appointment of Scrutineers
- Motions
- Presentation on HP

## Standing Order Amendments

There was a small typo on the document that was circulated. The slide (also on the screen) shows the parts (highlighted in yellow) that are not part of the Standing Orders.

#### 4. PROCEDURAL MOTIONS

The acceptance of a procedural motion shall be at the discretion of the Chairperson.

##### a. PROPOSING A MOTION OR AN AMENDMENT

1. The Chairperson shall call the motions and amendments in the order listed on the agenda. Only motions and amendments that have been approved for inclusion by the Board (as per Part 2 para 2) may be included on the agenda.

7. An amendment to a motion shall be put to the vote before the latter.

a. If the amendment is carried, it shall become a substantive motion replacing the original one and shall be likewise subject to amendment (in line with Part 2 para 2).

The President requested the typos above to be accepted.

**Proposer**      **Neil Martin (Donegal)**

**Seconder**      **Charlie O'Neill (Dublin)**

The delegates unanimously accepted the noted amendments to the Standing Orders.

## Roll Call

### TOTAL MEMBERS REGISTERED PER COUNTY AT 31 DECEMBER 2025

Province	County	Total	Voting Strength	Roll Call
	Antrim *	3558	9	0
	Armagh *	852	3	0
	Carlow	831	3	0
	Cavan	764	2	1
	Clare	2172	6	2
	Cork	9516	24	6
	Derry *	714	2	0
	Donegal	2824	8	6
	Down *	2582	7	0
	Dublin	14787	37	23
	Fermanagh *	321	2	0
	Galway	4147	11	1
	Kerry	2453	7	2
	Kildare	3092	8	2
	Kilkenny	2095	6	1
	Laois	1475	4	0
	Leitrim	569	2	2
	Limerick	2026	6	0
	Longford	353	2	0
	Louth	2588	7	4
	Mayo	3208	9	4
	Meath	4720	12	8
	Monaghan	1493	4	1
	Offaly	2030	6	4
	Roscommon	1044	3	0
	Sligo	1559	4	0
	Tipperary	3157	8	0
	Tyrone *	1163	3	0
	Waterford	1989	5	4
	Westmeath	1288	4	1
	Wexford	2151	6	1
	Wicklow	2387	6	1
Munster			4	2
Connacht			4	0
Ulster			4	4
Leinster			4	4
AAI Board			12	12
<b>Total</b>			<b>254</b>	<b>96</b>
<b>Quorum set at</b>			<b>50</b>	
<b>Majority</b>			<b>49</b>	

## President's Address

Delegates, Board Members, Life Vice Presidents, representatives of our Provincial Councils, our CEO Hamish Adams, our legal advisor, our auditor, and members of staff, thank you all for being here today. It is my honour to welcome you to our Annual General Meeting.

Since Congress last year, we have completed the formation of our Board under the new governance structure approved at the 2024 EGM. The Board has been extremely active, meeting regularly, and its decisions have been communicated through our bulletins. This new structure, with its 17 committees, ensures that every area of our sport is overseen, supported, and coordinated with clarity and purpose.

We have also continued our important liaison meetings with the Ulster Athletics Council and Athletics Northern Ireland, strengthening cooperation across the island.

Over the past year, I have been privileged to represent Athletics Ireland internationally, often alongside our CEO Hamish Adams. Together we attended major global events including the World Championships, the European Cross Country Championships, and the World Indoor Championships. A particularly special moment was celebrating the 40th anniversary of the Irish 4 x 1 mile world record in New York, joined by many members of our athletics family based in the United States, along with some who travelled from Ireland for the event.

It has also been a pleasure to attend so many of our domestic events, which continue to showcase the strength and spirit of Irish athletics. Our Senior Indoor and Outdoor Championships were outstanding highlights, demonstrating the very best of our sport. The Juvenile Outdoor Championships, along with the Cross Country Championships in Derry and Abbottstown, and the Schools, Universities, and Masters Championships, offered competitive opportunities for athletes of all ages and abilities. Beyond championships, it was wonderful to be present at events such as the Cork City Sports, the Morton

Games, awards ceremonies, and numerous club events. These occasions reflect the depth, diversity, and community that make our sport so special.

I want to express my sincere thanks to Hamish and to all the Athletics Ireland staff for their tireless work. It has been a pleasure to work closely with them, and Hamish will outline the organisation's activities in more detail in his report. I also extend my gratitude to my fellow Board members and to everyone serving on our committees, commissions, and forums. Your dedication and service to Athletics Ireland are deeply appreciated. As always, we thank our sponsors for their continued support.

The main business before us today includes the Audit and Financial Reports, followed by the CEO's Report, and then a small number of motions for consideration.

Since Congress last year, our athletes have excelled on the international stage at every level. In 2025, Ireland won medals at all major international championships. The standout moment, of course, was Kate O'Connor's sensational silver medal in the heptathlon at the Tokyo World Championships followed up by her World indoor bronze medal just last month in Poland. The European Cross Country Championships were another highlight, with our athletes securing four medals on a truly memorable day. Success at underage championships has been equally encouraging, and the future of Irish athletics looks very bright.

Our supporters continue to inspire us. Irish fans bring passion, colour, and unwavering encouragement to every championship, and our athletes feel that support every step of the way.

Looking ahead to 2026, the European Championships in Birmingham offer a wonderful opportunity for our athletes to shine. We also look forward to the U18 European Championships, U20 World Championships, and the European Cross Country Championships in Serbia next December. We send our very best wishes to all our athletes, their coaches, and their support teams as they prepare for these major events.

Our Strategic Plan has now been updated through to 2028, as has our High Performance Plan, ensuring that our pathway is clear and robust as we look toward Los Angeles 2028. Our sport is thriving across

all departments. The recent Juvenile Indoor Championships and Schools Cross Country Championships demonstrated once again the depth of talent emerging across the country.

It is vital that we continue to nurture these young athletes. Initiatives such as the Spraoi Games, which focus on fun and noncompetitive participation, will help ensure that children beginning their athletics journey are supported and encouraged in the right way.

At the heart of our sport are the thousands of volunteers who give so generously of their time in clubs, county boards, provincial structures, and at national level. To each and every one of you - thank you.

I wish to sincerely thank you all for your support during my year as President. It has been a pleasure and a privilege to work with you all and lead our wonderful sport through these truly great days. On a personal note, during my year as President, for Kate O'Connor to set national records, and win world medals in heptathlon and pentathlon, the two events that I myself set national records in over 30 years ago, was to me very special.

Finally, we pause to remember members of our athletics community who have passed away during the past year. While I do not have a complete list today, we will have that at Congress next year, I wish to mention in particular a former board member and former head of Coaching and Development, Eamon Harvey; former board member and Irish Schools board member, Rory Friel; former board member and former ANI Chairperson, John Allen; and two of our 1956 Olympians, Maeve Kyle who was our first female Olympian; and Ronnie Delany, our last athlete to win an Olympic gold medal. I would you to stand for a moment to remember them, and all others who have contributed so much to our sport and have passed to their eternal reward in the last year.

Go raibh maith agaibh go léir.

## **Minutes of AGM 2024 & Congress 2025**

The Minutes of the AGM 2024 and Congress 2025 were circulated following the meetings.

### **AGM 2024**

**Proposed** – Bernie O’Callaghan (Ulster)  
**Seconded** – Marion McEvilly (Galway)

### **Congress 2025**

**Proposed** – Georgina Drumm (Louth)  
**Seconded** – Greta Hickey (Dublin)

## The Auditor's Report

The Auditor's Report was delivered by Deirdre McDermott, OSK auditors via pre-recorded video link.

**Proposed**      **Fintan Reilly (Board)**

**Seconded**      **Shireen McDonagh (Board)**

## Finance & Audit Report

Good morning, everybody.

This is my first year of Chair of Finance & Audit. Thanks to the committee who have been very supportive of me this year. We have an excellent committee with lots of experience, both independent and members of Athletics Ireland. I would like to thank them.

Before we get started, I would like to mention John Holian who has been a huge support to me this year and after twenty years, fully deserves retirement. We also had another finance Director, Karena Knaggs who was here for around six months, and stepped down in March. We have a third finance Director, Noeleen Jones who is also here today. Welcome Noeleen.

Thanks also to Roisin and Eoin in the Finance Department. We have gone through a huge systems/platform change which will be of benefit to the organisation as it grows.

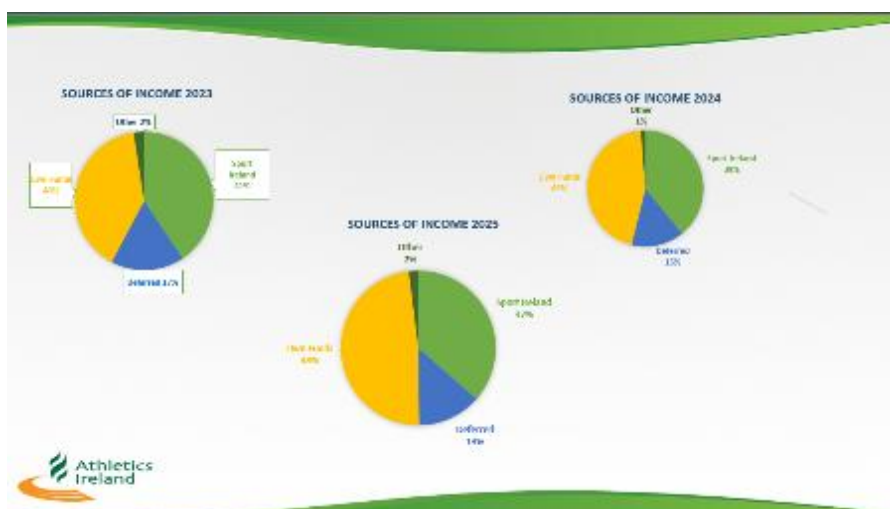


Thank you again to OSK who have completed their second year as our Auditors. Just to let everyone know, during the year Sports Ireland got an external auditor in to check our systems and finances and we passed that KOSI audit with very few minor comments. That was a huge endorsement of the team.

## Income and Expenditure

Income and Expenditure					
€'000	2025	2024	2023	2022	2021
Income	8,886	7,665	7,150	7,030	5,093
Expenditure	(8,738)	(7,680)	(7,149)	(6,752)	(4,830)
Operating Surplus/ (Deficit)	148	(15)	1	278	263
Impairment Gain/ (Loss)	129	(98)	(32)		
Surplus / (Deficit)	277	(113)	(31)	278	263

You can see that year on year we continue to grow – up 15% this year. We always aim to have a reserve of around €50K and we finished with €148K credit this year, so the finances are in good health. The Impairment gain loss is a revaluation of our premises in Santry. This was an independent evaluation and added €129K to our valuation on that premises.



Just to show you over the last three years, the blue and green is the funding that we get from Sport Ireland. The deferred is the money from Sport Ireland that we get in or is due in and does not come in until the following year. You can see that we have gone from being funded to 60% by Sport Ireland

back in 2023, to 55% in 2024 and then down to 50% in 2025. Our ambition is to continue to grow the 'Own' funds and aim to reverse this figure to 60/40 over time.

## Income Grants

€'000	2025	2024	2023
Core / Deferred core	1,270/0	1,230/0	1,230/217
Performance	1,050	1,004	1,082
Carding/ Athlete Retirement	669/24	645	596
HP Coaching	109	112	-
Get Ireland Running (Healthy Irl)	120	114	121
Women in Sport	115	93	64
Dormant Funding	308	440	273
Covid/Club Resilience	-	40	167
COVID NGB	75	403	296
DCU Morton Stadium	150	-	-
Other Grants	27	45	85
<b>Total Grants Released</b>	<b>3,917</b>	<b>4,126</b>	<b>4,132</b>



You can see the importance of Sport Ireland to us. Just under €4 million released to us in 2025, down from 2024 due to not getting the COVID funding and also some of the dormant funding (DAF) beginning to disappear. We will see the DAF get less and less as the years go on and so it is more important for us to be able to generate our own revenue.

You can see the Performance and the Core funding is pretty static every year. We will benefit slightly this year on the Performance fund. We have another athlete added to it. And the team around Kate O'Connor has been awarded €150K right out to L.A. – that is €50K per year. That will increase in 2026.

The DCU Morton stadium is funding that comes through us and straight back out to DCU. It is a condition from Sport Ireland that it comes through Athletics Ireland.


## Other Grants

Some of the other grants that we get from other governing bodies. We also have a new one this year called Greentrack, which is the philanthropy initiative that has been set up. It generated €100K this year and is a tax incentive for contributing. There was an event in New York earlier this year and we

plan to grow that with our international community with Irish roots. Hopefully that will be a much bigger figure as years go on.

**Income – Other Grants**

€'000	2025	2024	2023
DTTS Sports Capital Equipment Grants		27	43
EAA/World Athletics	35	64	78
OFI	0	5	15
GreenTrack	100	20	-
Miscellaneous – Erasmus	22	34	31/8
<b>Total</b>	<b>157</b>	<b>150</b>	<b>175</b>

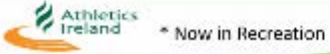


### Registration and Affiliation

You can see that this area continues to grow as our registration goes up. 75K members at the end of 2025. The ODL, One Day Licence, has been taken out and put into Recreation.

**Income: Registration and Affiliation**

€'000	2025	2024	2023
Affiliation	56	56	55
Senior	710	640	443
Juvenile	772	606	563
ODL*		280	
Schools	61	67	72
<b>Total</b>	<b>1,598</b>	<b>1,625</b>	<b>1,133</b>



That figure, which is well over 340K, has been put into the Recreation figure.

## Competition and Marketing

This is a key area for us with sponsorship. You will see in 2025 we moved to adidas as our main kit sponsor. That is the huge increase you can see. They give us kit and financial contributions. We are in a much better situation with this long term contract. There was also an uplift from 123.ie during the year as they renewed their sponsorship.

Competition and Marketing			
	Income		
€'000	2025	2024	2023
Competition/ Other Fees	543	500/99	397
Marketing/Sponsorship*	1319	318	305
<b>Total</b>	<b>1,862</b>	<b>917</b>	<b>702</b>
	Expenditure		
€'000	2025	2024	2023
Competition	900	793	785
Marketing	270	225	235
<b>Total</b>	<b>1,170</b>	<b>1,018</b>	<b>1,020</b>

 \* Includes €140k Sponsorship for Owned Races

## Coaching and Development

We always expect to make a loss in this area as we continue to develop and grow the expertise of our club coaches. The insurance for 2025 and the costs associated with adidas clothing were all put into Coaching and Development.

Coaching and Development			
	Income		
€'000	2025	2024	2023
Coaching	199	144	82
Development	30	40	41
<b>Total</b>	<b>229</b>	<b>184</b>	<b>123</b>
	Expenditure		
€'000	2025	2024	2023
Coaching	74	93	100
Development	109	186	297
Insurance*	370		
adidas clothing	576		
IT	107	85	239
<b>Total</b>	<b>1199</b>	<b>363</b>	<b>636</b>

 \* In Admin in 2024

In 2026, when we move to a new AccountsIQ platform we will have much greater certainty where we put these costs. Adidas clothing will probably go into High Performance. But they are all internal cost centres.

## Recreation

We own a number of our events and we manage a number of events. Including the One Day licence, there is an increase from €280K to €347K. It is a really important part of our revenue stream.


Recreation			
	Income		
€'000	2025	2024	2023
Owned/Managed Event	579/2	521/2	710/83
Summer Camps	177	133	92
ODL*	347		
<b>Total</b>	<b>1,106</b>	<b>656</b>	<b>885</b>
	Expenditure		
€'000	2025	2024	2023
Owned/Managed Events	571/0	548/49	473/83
Summer Camps	123	114	76
ODL Costs	75		
<b>Total</b>	<b>769</b>	<b>711</b>	<b>632</b>

 -280k ODL in Registration in 2024

It shows that event though there are costs involved in managing these events, it still comes out with an additional €350 - €400K revenue to us annually.


## High Performance

€'000	2025	2024	2023
Sport Ireland Carding/Athlete Retirement	669/74	645	595
Athlete Support	115	143	145
Competition Travel	334	252	207
Competition Accommodation	202	198	132
Medical	127	151	98
Performance Coaching	161	109	136
Squad Preparation/Qualification Ops	203	166	132
Admin	47	76	70
<b>Total</b>	<b>1,881</b>	<b>1,740</b>	<b>1,515</b>



Success doesn't happen for free. Costs are rising but we have been very strict on how we spend. A certain amount of the funds we receive from Sport Ireland is ring-fenced for High Performance. A lot of it is carding and Athlete Retirement – it comes in and goes straight back out. The Athlete Support is Athletics Ireland supporting the athletes. Squad Preparation expenditure is associated with the Athlete support, away on camps etc.

€'000	2025	2024	2023	2022	2021
Membership	75,094	70,320	64,727	63,578	56,170
€3 Fees Received	€215	€211	€194	€191	€168
ODL Received	€347	€280	€191		
<b>Total</b>	<b>€562</b>	<b>€491</b>	<b>€385</b>	<b>€191</b>	<b>€168</b>
<b>HP</b>					
Extra Staff costs	€177	€178	€88	€35	€21
Performance Prep Costs	€59	€65	€62	€79	€56
Athlete Support & Medical	€75	€65	€89		
Extra Admin costs	€75	€78	€54		
<b>Development</b>					
Extra RDOs staff costs	€121	€96	€121	€121	€27
Extra Development Activity costs	€31	€45	€55	€31	€26
<b>Total Spent</b>	<b>€586</b>	<b>€477</b>	<b>€469</b>	<b>€266</b>	<b>€130</b>
Annual Difference	-€24	€14	-€84	-€75	€38
Cumulative	€19	€5	€9	€73	€148



A few years ago, we introduced the extra €3 in registration fees, and this slide demonstrates the way that this is spent. It is not accumulative but is based back against the 2018 when it was approved so it is based off the 2/3 1/3 going into High Performance/Coaching & Development and how we are spending it. It has ramped up significantly this year with a number of specialist coaches in disciplines both on the track and in the field events.

## Wages and Salaries

€'000	2025	2024	2023
Staff Wages	2,803	2,480	2,205
Employer PRSA	83	64	68
<b>Total Wages &amp; Salaries</b>	<b>2,886</b>	<b>2,544</b>	<b>2,273</b>
% of Turnover	32.5	33	31
Average Monthly Full Time Staff	41	42	43
Average Monthly/Weekly Part Time Staff	22	11	10



I am just going to spend a little time to explain some of the increases. You can see that the wages have gone up around €325K. During the year, Revenue announced that individuals who are receiving funds from NGBs should be taken in under the payroll. This resulted in an increase in PRSI and social insurance. So, you can see the average weekly/monthly part time staff is an accumulation of the 120+ staff that works out to be around 22 in costs. It has been a huge burden on the Finance team. They have had to go back and do Revenue returns for 2024 and 2025. We paid out around €35K in tax to Revenue to make sure that we are 'Best in Class'. We were the first NGB to do that. It was a huge effort from the Finance team to get as much information as possible and we have a full clean bill of health now.

## Expenditure – Administration

The costs of running the Association.


€'000	2025	2024	2023
Insurance	0	368	344
Property Costs	100	41	53
Board/AGM/EGM	28	20	12
Legal /Consult	38	32	36
Staff Travel /Training	53/25	48/24	28/10
IT & Phone /Post & Stat	99/11	44/23	40/17
Stripe Bank Charges	82		
Joma	0	0	4
Other	24	13	5
<b>Total</b>	<b>470</b>	<b>611</b>	<b>549</b>



## Balance Sheet

The fixed assets have increased as we received sports equipment as part of the capital grants that have been given out. We took ownership of a lot of that timing equipment in 2025.

€'000	2025	2024	2023	2022	2021
<b>Fixed Assets</b>	555	204	238	281	214
<b>Investment</b>	639	509	607	724	928
<b>Debtors</b>	1,229	596	509	639	614
<b>Stock</b>	24	90	50	31	29
<b>Cash</b>	1,926	1,757	2,309	2,846	2,825
<b>Creditors - Current</b>	2,507	1,832	2,346	2,977	3,142
<b>Creditors – Over 1 Year</b>	274	11			
<b>Reserves</b>	562	562	562	750	100
<b>Retained Surplus</b>	1,080	742	866	1,294	1,369
<b>Total</b>	<b>1,592</b>	<b>1,315</b>	<b>1,428</b>	<b>1,544</b>	<b>1,469</b>




We do have additional costs associated with the amount of kit from adidas and we now rent a storage facility, which is around €50K a year. We are trying to purchase a storage facility of our own.

## 2026


Looking ahead to 2026, there are big ambitions to break the €10M in revenue. You can see that the grants still form a large portion of that. It is going to be more than 50% of own funds.

Income €'000	2026	2025 Actual
Sport Ireland Grants - Core	3,742	2,982
Sport Ireland Grants - Deferred	953	935
Other Grants/Misc	322/3	157/16
Registration/Affiliation	1,829	1,599
ODL	400	347
Competition & Sponsorship	605/1,385	543/1,319
Coaching & Development	244	229
Recreational Events	682	859
<b>Total Income</b>	<b>10,162</b>	<b>8,886</b>



We always try to retain a surplus of €50K each year. We are not here to make as much money as we can, we are here to spend the money wisely that we receive. A lot of it is as I said before, in and straight back out.


Expenditure	2026	2025 Actual
Wages & Salaries	3,171	2,886
Performance	2,427	1,881
Coaching & Development /Club Resilencies	1276	1,199
Participation	573	312
Competition	1,036	900
Administration/Contingency	573/50	480
Recreation	571	769
Marketing	226	270
Depreciation	209	41
<b>Total Expenditure</b>	<b>10,112</b>	<b>8,738</b>
<b>Surplus/(Deficit)</b>	<b>50</b>	<b>148</b>



## Athletics Ireland Enterprises


We have another entity which is the limited company Athletics Ireland Enterprises which actually owns the building in Northwood.

	2025	2024	2023	2022	2021
Sales	172,826	79,410	80,525	24,564	11,565
Expenses & Depreciation	(182,271)	(176,818)	(197,266)	(98,131)	(125,104)
<b>Operating Loss</b>	<b>(9,445)</b>	<b>(97,408)</b>	<b>(116,741)</b>	<b>(73,567)</b>	<b>(113,539)</b>
Exceptional Item			-	342,785	-
Interest payable & Bank charges	(274)	(311)	(312)	(308)	(337)
<b>Gain/(Loss) before taxation</b>	<b>(9,719)</b>	<b>(97,719)</b>	<b>(117,053)</b>	<b>268,910</b>	<b>(113,876)</b>
Tax Charge			-	(209)	-Profit /
<b>Profit / (Loss) for the year</b>	<b>(9,719)</b>	<b>(97,719)</b>	<b>(117,053)</b>	<b>268,701</b>	<b>(113,876)</b>



AIE is a vatable entity and so we put revenue that we believe should be vatable into that. So, you can see that it has gone from 2024 to 2025 up around €100K. That is the cost of the adidas sponsorship. The expenses go back out where Athletics Ireland charges Athletics Ireland Enterprises for that. Over the years it has always lost money. It is not our ambition to make profits on that, and it benefits from a letter of comfort from Athletics Ireland. We believe that in 2026 we will move to a profit.

Expenses €'000	2025	2024	2023	2022	2021
Professional fees	2	8	1	(7)	21
Management charges	108	44	54	12	12
Repairs & Maintenance			-	1	0
Bad Debt write off/recovery			-	(5)	0
Publishing Costs	0	0	10	-	-
Sales and Promotional Costs	4	24	25	-	-
General expenses	6	5	11	1	1
Auditor's remuneration	4	4	4	3	3
Depreciation	59	92	92	88	88
<b>Total Expenses</b>	<b>183</b>	<b>177</b>	<b>197</b>	<b>98</b>	<b>125</b>



The management charges have gone up from €44K which was the fees from 123.ie for the branding that you see on competitions, and we have just increased that because of adidas costs in 2025.

**Athletics Ireland Enterprises Balance Sheet**

€'000	2025	2024	2023	2022	2021
Fixed Assets Note 8/9	1,251	929	1,023	1,130	876
Debtors	18	1	25	4	46
Cash	232	84	47	85	12
Creditors – Note 10	(620)	(505)	(488)	(495)	(479)
Long Term Loan AAI – Note 11	(639)	(639)	(639)	(639)	(639)
<b>Reserves</b>	<b>(139)</b>	<b>(130)</b>	<b>(32)</b>	<b>85</b>	<b>(184)</b>




This is the Fixed Assets. It increased by €129K in the valuation. The asset is worth €1.25M. The valuation was carried out in February 2026. We believed that it was prudent to note it in 2025 accounts.

Again, no change in 2026 or 2027. The ‘new sales’ is the adidas and the existing sales is The Irish Runner and 123.ie.

**Athletics Ireland Enterprises Budget 2026/27**

	2027	2026	2025 Actual
Sales	79	79	79
New Sales	94	94	94
Expenses	(124)	(124)	(124)
Depreciation Building/Fixtures	(25)/0	(25)/0	(25)/(34)
<b>Operating Profit / (Loss)</b>	<b>25</b>	<b>25</b>	<b>(9)</b>



Note: Budget does not include revaluation of property in 2025

That concludes the Finance presentation for this year and thanks again to all who assisted in preparing this.

**Fintan Reilly – Chair Finance & Audit Committee**

The President noted that there was one question submitted in advance from the Dublin County Board but that has already been answered.

On behalf of the Board, I would like to thank Fintan and the Finance and Audit committee. Also thanks to the staff in the Finance Department in Athletics Ireland, John Holian, Noeleen Jones, Roisin Horgan, Eoin McKenna and Karena Knaggs who was part of the team for 6 months.

**Proposer**      **Fintan Reilly (Board)**

**Seconder**      **George Maybury (Dublin)**

The accounts for the Athletics Association of Ireland

**Proposer**      **Fintan Reilly (Board)**

**Seconder**      **Olive Loughnane (Board)**

The accounts for the Athletics Ireland Enterprises

**Proposer**      **Fintan Reilly (Board)**

**Seconder**      **John Riordan (Board)**

Proposal of re-appointment of auditors OSK Audit Limited, East Point Plaza, East Point, Dublin 3, as our incoming auditors for 2026

**Proposed – Fintan Reilly (Board)**

**Seconded – David Denieffe (Board)**

## Chief Executive Report

Good Morning Ladies & Gentlemen,

It is a pleasure to stand here today and formally note all that we have achieved as an organisation in 2025. 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! 2025 represented another record membership of 75,094, we are tracking for a record haul of targeted high performance medals across the LA Olympiad with 25 medals delivered in 2025 alone, our marketing and storytelling has reached record levels of measured engagement and financially we have developed reserves of approximately €700,000.

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.

My speech today is going to be simple; I am not going to present copious information on PowerPoint as the 2025 financials include a detailed summary of our activities and information. Fintan 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.

## Governance



As Fintan already mentioned, we were audited last year by Sport Ireland who sent an independent group called Kosi. We received a substantial ranking, 4 out of 5. Which puts us in the top 10% of all Local Sports Partnerships and NGBs. This audit was for our finance and governance.

## Child Safeguarding

**Child Safeguarding**

- Children First Act 2015 & Child Safeguarding Statement support for clubs.
- 368 sports leaders tutored in Child Safeguarding in 2025 across 21 courses.
- 2,700 Garda Vetting applications processed for volunteers in 2025.
- Quarterly safeguarding newsletter distributed to Club Children's Officers and Chairpersons.
- Support & guidance for clubs with child safeguarding queries and concerns.
- Complaints and Disciplinary and Garda vetting cases management.

The infographic includes the Child Welfare logo (with Athletics Ireland) in the top right and the Athletics Ireland logo in the bottom left.

Kieron leads the great work we are doing in this area. We are a leader across all NGBs. Kieron is regularly called upon by other organisations, through his experience.

The team are delivering over 2,700 Garda vetting applications in 2025 and 368 sports leaders were tutored across 21 courses.

The one thing I would note, and it is a concern, is that complaints and disciplinary across our (377) clubs is increasing. I think we need to reflect on this and work harder on this. Most of those cases are inter-personal conflicts that need to be managed at club level.

### Anti-Doping

Anti-Doping is another really important area that we are required to report on. There is a lot going on in this space. We have 24 athletes on a registered testing pool, who have to provide their whereabouts so the testers can come and visit them at any time.

Last year there was a total of 284 tests compared to 331 the year before. We can stand over the integrity of our athletes.


## Anti-Doping

- 📢 Several education seminars presented.
- 📢 24 athletes on the registered testing pool in 2025.

Sport Ireland Programme				
Athletics Ireland	In Competition Tests	Out of Competition - Urine tests	Out of Competition - Blood Tests	Total
2024	51	129	151	331
2025	46	115	123	284

User Pays	In Competition Tests	Total
Athletics Ireland		
2024	5	5
2025	4	4



## Strategic Plan

Our Strategic Plan 2025 to 2028 is our roadmap to continued success. 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. 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!

Our business has evolved significantly in recent years and in 2026 we will turn over approximately €10 million. We operate in a complicated environment that requires detailed governance oversight and management, and 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 is an endorsement of our ambition to deliver our strategic plan!

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.

## **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 understaffed in the areas of high performance, administration, IT, and development.

We aspire to self-generate at least 50% of our income and we are delivering on this goal. However, to match our ambition across all areas of our business we do need to generate more income. For example, the high standards set across all our competitions require significant investment in personnel time and technology and both come with a cost.

We continue to lobby Government and Sport Ireland for increased revenue streams; however, they cannot match our ambition. We must seek additional income streams to support our ambition to deliver excellence across all areas of our business. 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 programme, GreenTrack 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.

## **But 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 stronger.

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. I wish to endorse Brid's words, and acknowledge, the 20 years of outstanding service from our recently retired Finance Director, John Holian. Thank you John for your excellence.

To the Board of Athletics Ireland thank you for your support, it has been extraordinary and unified. And to our President Brid Golden, your commitment to athletics is special and your skill 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 Culture, Communication & Sport, Sport Ireland, A & L Goodbody, Clayton Hotel Dublin Airport and Eventmaster. A special thank you to 123.ie and adidas your investment in Irish athletics has driven us to new heights.

Finally, to conclude, I ask you all to always act with respect, integrity, inclusion and excellence to set the standards for others to follow.

Yours in Athletics **Hamish Adams, CEO**

- **Mary Friel (Dublin)** raised the question about an Evidence Based Facilities Plan for the Country.
- **Hamish Adams** replied with overview details of a facilities working group and Large Scale Infrastructure fund and Sports Capital Grant fund investment has grown significantly in recent years. We have structure through our Club Development Officer, Dermot McGranaghan, to support all the clubs looking to develop their facilities.
  
- **Jackie Mulhall (Dublin)** raised a query about adult safeguarding issues internationally and across other sports in Ireland. How does Athletics Ireland assess the Safeguarding risk in our sport in relation to adult athletes and what specific measures are in place to mitigate any risks that might exist?
- **Hamish Adams** replied that it would be safe to say that we are one of the leaders in safeguarding across Europe (without having the figures in front of me). Approximately 50% of the countries in Europe (51 countries), do not have safeguarding in place. Sport Ireland are doing a lot of work in this area, and we work very closely with them.

Brid Golden thanked Hamish on behalf of the Board and all the delegates for his report and excellent leadership. Our business is excelling across all areas of the organisation, and we are blessed to have such a competent and strategic leader.

## Appointment of Scrutineers

The Scrutineers were appointed and confirmed by AGM.

### **Munster**

- Pdraig Kelly

### **Leinster**

- Greg Duggan

### **Ulster**

- Bernard McAree

### **Connacht**

- Peter Hynes

### **Athletics Ireland**

- Kieron Stout

### **Update from Congress 2025 by the President**

There was a recommendation to the Board to consider admission for coaches to National Championship events. Ideally, we would like to be in a position to provide coach passes to all clubs to these events but there would be an unmanageable cost associated with it. Following review from the committee of what would be possible, the Board have approved that from next month onwards, for the outdoor season, all clubs will receive 10 one day passes per year for outdoor events. They can distribute these as they wish within their club across the range of outdoor events. A similar format was not possible to put in place for indoor events, due to capacity constraints of the indoor venue. The cost of the scheme is estimated to be in the range of €45K. We hope that it will be a help to clubs supporting coaches or administrators. We will conduct a review of the scheme at the end of the first year.

### **Delegate Number Verification**

A recount and verification of Delegate numbers was conducted and updated totals are reflected in the Roll Call totals on page 7.

# Motions

## CONSTITUTION

### GENERAL CONSTITUTIONAL & BYE LAWS UPDATE

	<b>1.</b>	<b>Revised to:</b>  <b>THAT:</b> All references in the Constitution and Bye Laws to 'Juvenile Committee' are amended to 'Juvenile Competition Committee'.  <b>BOARD</b>
<b>Rationale:</b> To ensure the name change of the Juvenile Committee to Juvenile Competition Committee is updated throughout the Constitution and Bye Laws.		

#### BOARD

**Proposed** – Gillian Browne (Board)

**Vote** – **Carried Unanimously**

### Article 14 (c)

	<b>2.</b>	<b>Revised to:</b>  <b>THAT:</b>  <b>(c) Affiliation granted by a County Board shall be subject to approval by a majority of those present and entitled to vote at a properly convened County Board meeting. The quorum for such meeting shall be as determined in accordance with the rules governing that County Board. The prospective new club shall be invited to attend the meeting to present its application but shall not be entitled to vote.</b>  <b>CORK</b>
<p>(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 their case (but the prospective new club cannot vote).</p>		
<b>Rationale:</b> (a) It is numerically impossible for counties with very small club numbers to achieve the minimum requirements, while larger counties have, historically, been unable to satisfy the requirements, in spite of their larger number of member clubs.		

(b) Where it becomes necessary, due to being unable to satisfy the requirements, the appeal process puts an unnecessary administration load on Club, County and Province.

(c) Each County Board should set its own rules and requirements for the acceptance of new member clubs.

**Note:**

Only the subsection to which the proposed amendment relates is shown, the rest of the Article is unchanged.

**Proposed – Michael Flynn, Cork County Board**

**Vote – Carried Unanimously**

<b>Article 54</b>	
<p>No person may be a member of the Board for more than two (2) terms in any one position, and no one may serve as a Board Member for more than six (6) terms in total with effect from 24th April 2010.</p>	<p><b>3. Revised to:</b> <b>THAT:</b></p> <p>No person may be a member of the Board for more than two (2) terms in any one position, and no one may serve as a Board Member for more than six (6) terms in total with effect from 24th April 2010, <b>except in the case of the President where a Board Member who is the President with one remaining term may serve a second consecutive term as President even where this results in that person exceeding the maximum number of terms permitted as a Board Member.</b></p> <p><b>CLARE</b></p>
<p><b>Rationale:</b> We feel that in order to have an effective term as President you would need the two terms, by the end of one term you would just have gotten to know the other members at European level and would have a better chance of representing Athletics Ireland at this level with a second term.</p> <p><b>Note:</b> Only the sentence to which the proposed amendment relates is shown, the rest of the Article is unchanged.</p>	

**Proposed – Vincent McCarthy (Clare)**

**George Maybury (Dublin) spoke against the motion**

**Vote – Lost**

# Bye-Laws

## BYE-LAWS TRANSFER SECTION

<p><b>1. TRANSFERS</b></p> <p>VI.</p> <p>The application form shall be forwarded to the registrar/secretary of the County Board by the Club that the member wishes to join prior to the April or September County Board Meeting or in the case of a Third Level Institution the October Board meeting.</p> <p><b>2. COUNTY BOARD</b></p> <p>I.</p> <p>The completed form shall be received no later than 7 days before the April/September County Board meeting.</p> <p>II.</p> <p>At the County Board meeting in April or September or October in the case of Third Level Institution transfer will review the application, sign form online provided the member is in good standing with the Association.”</p> <p>IV.</p> <p>Transfers not approved i.e., disputed transfers - at the agreed dates April or September must be forwarded to the Transfer Appeals Committee.</p>	<p><b>4.</b></p> <p><b>Revised to:</b> <b>THAT:</b></p> <p><b>TRANSFERS</b></p> <p><b>1. TRANSFER PROCEDURE</b></p> <p>VI.</p> <p>The application form shall be forwarded to the Registrar/Secretary of the County Board by the Club that the member wishes to join <b>no later than 7 days</b> prior to the <b>January, April or September</b> County Board meeting or, in the case of a Third Level Institution, the October Board meeting.</p> <p><b>2. COUNTY BOARD</b></p> <p>I.</p> <p>The completed form shall be received no later than 7 days before the <b>January, April or September</b> County Board meeting.</p> <p>II.</p> <p>At the County Board meeting in <b>January, April or September or October</b> in the case of Third Level Institution transfer will review the application, sign form online provided the member is in good standing with the Association.</p> <p>IV.</p> <p>Transfers not approved i.e., disputed transfers, at the agreed dates <b>January, April or September</b> must be forwarded to the Transfer Appeals Committee.</p>
--	--

<p><b>3. REGISTERED MEMBER DUTIES</b></p> <p>I.</p> <p>From the date of approval, a member will not be entitled to compete for either the outgoing or incoming clubs for the remainder of the month.</p> <p>II.</p> <p>Transfer is effective on 1st May or 1st October whichever applies</p> <p>III.</p> <p>Athletes may compete as an individual during the month of April or September in which the transfer request is made.</p>	<p><b>3. REGISTERED MEMBER DUTIES</b></p> <p>I.</p> <p>From the date of approval, a member will not be entitled to compete for either the outgoing or incoming clubs for the remainder of the month. <b>In the case of transfers approved in January, the new club may register the athlete immediately; however, the member shall not be eligible to represent the new club until 1st February.</b></p> <p>II.</p> <p>Transfer is effective on <b>1<sup>st</sup> February</b>, 1st May or 1st October, whichever applies</p> <p>III.</p> <p><b>Members may compete as individuals</b> during the month of <b>January</b>, April or September in which the transfer request is made.</p> <p><b>BOARD</b></p>
<p><b>Rationale:</b></p> <p>Following the introduction of the January transfer window in 2026, arising from a motion adopted at Congress 2025, clarification is required regarding the status of a member involved in a transfer during that period. The amendment also provides for a general updating of the Bye-Laws to include appropriate references to the January transfer window throughout.</p> <p>When a transfer application is approved in January, the new club may register the member immediately to allow the member to train and compete as an individual until the transfer becomes effective on 1st February at which point the member becomes eligible to represent the new club.</p> <p>The relevant sub-sections of the Transfers section are updated to include references to the January transfer window, together with minor edits to punctuation and the consistent use of terminology.</p> <p>A section header, <b>TRANSFERS</b>, is to be inserted, and the first subsection, currently “1 Transfers”, is to be renamed “<b>1 Transfer Procedure.</b>”</p> <p>Only the affected sub-sections are shown in the motion; all other sub-sections remain unchanged.</p>	

**BOARD**

**Proposed – Seamus Flynn (Board)**

**Vote – Carried Unanimously**

**5. THAT: The AGM Syllabus will include a summary report from all Athletics Ireland Committees/Commissions/Forums of their annual activity.**

**Rationale:** To ensure the membership receives an annual update on all the Committees/Commissions/Forums activity. The motion proposed and passed below at the 2025 Congress is logistically challenging. THAT: all principal and appointed committees of Athletics Ireland will publish a report in conjunction with the regular Board reports. This annual summary report will be the official reporting procedure of Committees/Commissions/Forums activity to the membership rather than reports issued in conjunction with Board reports.

**BOARD**

**5. AMENDMENT**

**THAT: The AGM and Congress Syllabuses shall include a summary report from all Athletics Ireland Committees/Commissions/Forums of their annual activity. These summary reports will include: number of meetings held in the period, attendance at each meeting, summary list of key items discussed, and relevant key decisions made over the period. These summary reports will replace the more regular reports mandated by Motion 13 at Congress 2025.**

**Rationale:** There are many new Committees, Commissions and Forums and this annual reporting is a way to ensure members are informed of the work undertaken by these groups. This is about transparency, not accountability. This will provide a structured method of reporting the activities of all the Committees/Commissions/Forums that will allow the membership to understand the workings of the groups as well as their outputs. All meeting details are formally recorded in the full minutes of the respective meetings.

**DUBLIN & BOARD**

**Proposed – Mary Friel (Dublin)**

**Secunder – Caroline O’Shea (Board)**

Georgina Drumm (Louth) requested that it be reflected in our Terms of Reference that the Chairs of the committees, commissions or forums will respond to any queries arising from these reports.

**Vote on the Amendment as presented was carried unanimously.**

**The Amendment was then voted on as the substantive motion**

**Vote – Carried unanimously**

## COMPETITION

**6. That: Distances for National Juvenile B Cross Country for U 15 and U 17 athletes be reduced to 2000m.**

**Rationale:** Over the past few seasons, the time difference between the top 3 finishers and the athletes at the back of the field has been monitored. This time difference of three to four minutes is not encouraging to the athletes at the back of the field who are vital as scoring members of club and county teams. The individual placings from 1500m into the race onwards does not change significantly therefore the benefit in the extra distance is limited. From a development point of view, more young athletes will have a better experience over the shorter distance giving clubs a better chance of keeping them in our sport. It is likely that more athletes will compete in these age groups over the shorter distance.

### BOARD

**Proposed** – Evelyn O'Reilly (Board)  
**Vote** – **Carried By Majority**

**7. THAT: To be eligible to compete in juvenile competitions, athletes must be both;**

1. A registered member of an affiliated club on the Island of Ireland.
2. An athlete must reside on the island of Ireland for a minimum of 6 consecutive months immediately prior to the relevant championship or hold an Irish passport or be eligible to hold an Irish passport.

Note: It is the responsibility of the athlete's club to ensure the athlete fulfils all the conditions of eligibility to compete in the championships.

**Rationale:** To put in place a clear criterion for eligibility for all National Juvenile championships. This definition is consistent with the senior eligibility rule and will be included in the Juvenile Competition Handbook eligibility section.

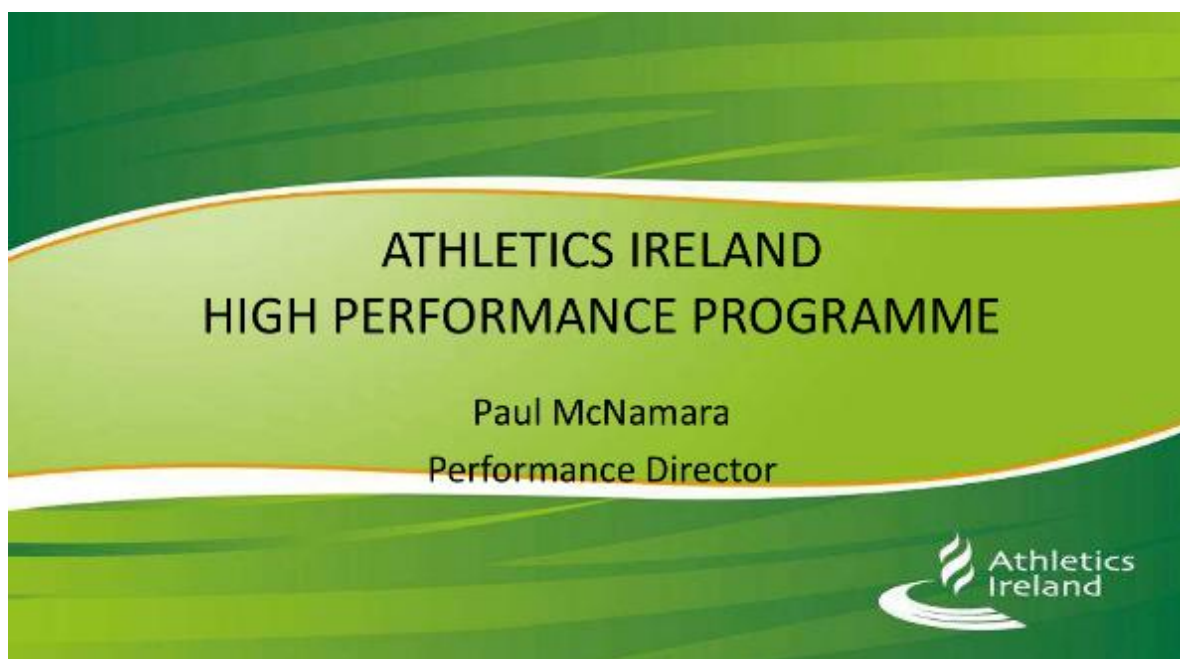
### BOARD

**Proposed** – Michael Quinlan (Board)  
– Neil Martin (Donegal) spoke against the motion as presented.  
**Vote** – **Lost**

## New High Performance Strategy and Structure

The following slides were presented by Paul McNamara, Director of High Performance.

Paul has been the High Performance Director for Athletics Ireland since 2017, taking over from Kevin Ankrim who did a lot of work in establishing the embryonic program in the evolution of the NGBs and Sport Ireland's High Performance systems.



It has been a privilege to be in this role for the past nine years. My responsibilities as performance Director extend to the performance of Irish athletes at major Championships on the European and global stage, from under 18 right through to Olympic Games. Our competitions extend across the European Youth Olympics - Under 18 Championships, the European Under 18 and 23 Championships, through to European and global indoor and outdoor championships and Olympic Games.

Our unit is a success story. Everything that can be measured is a success story. The profile of our sport, National and Internationally is at a level we really haven't seen before. There are many reasons for this and a lot of people to thank. The staff are ultimately tasked with driving the success of the program, there are a huge amount of stakeholders that have added immense value

to what has been achieved in Irish performance athletics. Many of those stakeholders are here in the room. Certain people require some mention.

Governance matters in High Performance sport. Is never too far away from controversy or conflict. Thankfully in our sport, or at least since 2017, we have had very little of that. We have an outstanding High Performance committee – have always had an outstanding High Performance committee – lead currently by Caroline O’Shea. Previously led by President Brid Golden, by Eamonn Harvey, by Neil Martin, all who made massive contributions to our sport.

## What We Value

- Integrity
  - We operate honestly, with fairness, transparency and to best practice
- Respect
  - We promote respect for everyone within the high-performance community
- Inclusion
  - We welcome everyone and we embrace diversity
- Excellence
  - We have ambitious targets and support everyone to realise their full potential



For me, this is an opportunity to say thanks to the membership of our sport. Some years ago, Brid Golden championed a motion at Congress to increase membership fees with a portion of that membership going to support High Performance sport. And that motion was carried by the membership and has enhanced increased investment in the High Performance program. In that regard, the membership of Athletics Ireland can absolutely claim medals won on the global and European stage as our own medals. Because each of you– your membership, your clubs, your county boards - have invested in the future of Irish athletics.

We have paid staff that has grown. When I started in 2017, there were 3 full time staff and 1 part time. We now have 12 staff doing a huge amount of work. I will elaborate on that shortly. There is also a huge number of volunteers who also contribute.

Gerry Dunne who chaired our Independent Appeals Committee for quite some time and has added immense value in that regard. Conflict and controversy is never far away but thankfully there is a degree of trust right now within our programme that we are doing things and making the right decisions for the right reasons.

Finance is critically important to us. Medals cost money. Support costs money. When we started in 2017, we had a high Performance budget of approximately €1.4M. This year that is going to be approximately €3.8M. Almost a threefold increase in terms of staffing, resources and SUCCESS. Medal count is incredibly important in track and field athletics. It is a blunt measure of the success of a performance programme. But it is very relevant. In the Rio four year cycle, we won 16 medals across all targeted championships. Last year alone, we won 25 medals across all championships. Not all of those medals count towards the overall medal count. But we set stretch targets year after year. We won 34 medals over the Paris Olympic cycle. Medals are being consistently won at underage and senior continental and global championships. That is set to continue for quite some time.

In 2021 we rolled out our High Performance Strategy with a commitment to review it in 2025, post Paris Olympics. That strategy is a roadmap of what we want to achieve, how we want to go about achieving it, our benchmarks and cultural values that underpin how we go about achieving it. So, we refreshed that post-Paris. It was signed off by the High Performance committee earlier this year and published very recently.



### **Vision, Mission and Philosophy**

Our Vision, Mission and Philosophy is very important to us. We do want more athletes winning on the world stage. Global athletics is an incredibly competitive environment. Sport Ireland had their major investment launch last week, investing €25M in sport. Investment from Sport Ireland is predicated on medals won and particularly medals won at Olympic Games. You may agree with me that those medals in Track and Field athletics are harder won than those in almost every other sport. We win an Olympic medal on average every 3-4 cycles. They are very rare. We want to get to the stage that we are winning medals at each and every Olympic games, starting in L.A. 2028. It is one measure of success. The number of athletes performing on the global stage and the benchmarks we are looking for are numbers of personal bests, number of seasons best, of qualifications from heats to semi-finals to finals, the number of athletes who have beaten their

seed etc. We assess every championship when we come home and invariably, we are making progress and inroads again and again and again.

Our mission is to evolve the High Performance Programme, so we are consistently delivering medals at global championships. European Cross County Championships come to mind. We have won more medals since 2019 than we have done in the entire history of the championships prior to 2019. We previously used to win a medal every second championship at Eurocross. We are now winning 3-4 medals at almost every championship over the past number of years. We are not a major nation on the global stage. We are arguably not a major nation of the European stage. But increasingly, other nations are looking to us and at us with respect for what we are achieving.

The superpowers of European athletics, Great Britain, France, Spain, Germany, Italy, all with populations of 60-80 million. We are a small player in that regard, but we are competing with them. At Eurocross, we have been right up at the top with them on the medal and finishing table, and team size. The number of athletes we send to major championships per capita exceeds that of almost all in Europe. We want to continuously drive that level of High-Performance.

In terms of Philosophy, it is ultimately all about the athlete. We are here to serve the athletes and the sport. We expect everyone who contributes to the High-Performance programme to be there to serve the athletes and their performance, and the coaches that support them in doing so. We acknowledge the massive contribution that coaches make to our programme. We are always performance focused. Nobody who goes to a championship, representing Athletics Ireland is on a 'Jolly'. Everyone is working exceptionally hard.

I mentioned volunteers in the room who make a huge contribution, Neil Martin, Fintan Reilly, Teresa McDaid and Richard Rogers playing a huge role on the ground and at a championship in terms of value for athletes. They work incredibly hard. Neil was a solo manager at World University Games last year probably got about four hours of sleep a night – working 20 hours a day. This was the championships where Nicola and Kate came home with medals. People work hard. We are performance focussed.

What we value, we value integrity. A performance environment can be quite acrimonious and highly emotionally charged. Athletes, coaches, clubs all invest heavily with their time and emotion into what athletes are trying to achieve. So, we must conduct ourselves to the highest standards. Our integrity, fairness and best practice. We are good in governance. We are policy driven. Everything is published. We have appeals mechanisms across the board. We do hold ourselves to high standards. We don't always get it right, just like everybody else. But we leave ourselves open to accountability and questioning.

Respect is incredibly important. We promote respect for everyone within the High-Performance community. Inclusion is incredibly important. Our sport is a poster boy for inclusion and diversity, women in sport. We have also given a fantastic platform for new communities within Ireland to show the incredible contribution they are making to Irish society. In terms of inclusion, Paralympics is soon to transition into Athletics Ireland. The Para performance pillar is going to be incredibly important to us and gives us the additional opportunity to embrace diversity.

Excellence – there are some things we do very, very well. But we have to acknowledge that there are some things that we have to do better. We have ambitious targets. And we want to support everyone to support their full potential, staff, volunteers, athletes, coaches. Every cycle, medal count is a stretch count. We sit down and scratch our heads and ask how we are going to deliver this medal target but cycle after cycle after cycle we have exceeded it.

### **Strategic Pillars**

Just elaborating on the strategy we published in 2021, which is broadly aligned to Sport Ireland's strategy which runs from 2021 to 2032. There are a lot of reasons why we aligned to their strategy. A couple that jump out, Performance and Investment – high-performance sport is expensive. Last year our budget for sending athletes for competition overseas came in at €540K. It is a lot of money. The decisions we make when writing policies, making decisions to send athletes overseas, when selecting athletes, when appointing staff to support those athletes overseas, we need to be

mindful of your money, the Association's money, the taxpayers' money and we need to see a performance return on that investment.



## Strategic pillars

- Focused performance investment
- Athlete performance and holistic support
- World class coaching and support Services
- Business Structure and Planning
- Partnerships
- World class facilities and equipment
- Research and innovation

Athletics Ireland

### **World Class Coaching**

We could talk endlessly about coaching. In most contexts, when we go overseas, coaching is highly professionalised. If you are in the US, you are either a paid high-school coach or a paid varsity coach, or you work for a big shoe company like adidas or New Balance. On mainland Europe, coaching again is largely professionalised, mainly through big city based clubs with big income streams or big federations. In the old Eastern bloc countries still benefit from the expertise in coaching in those countries, coaching is a profession. It is a huge balance for us to move from a voluntary based system to something that is professionalised and coaches have both the capacity and capability to add value to what our athletes are trying to do.

### **Business Structure and Planning**

Ultimately money plays a huge part in this. I wear our official team kit right now. It is one of the types of evidence of the success we have had. We are sponsored by adidas. They pay the association significant funds to wear their kit. We are one of only eight nations in the world that adidas endorse in this regard. We have the 123.ie logo on. They invest heavily in us and make an

incredible contribution to what we are trying to achieve in High-Performance. Kevin Thompson, the CEO, is a man who is embedded in track and field athletics and knows and understands everything we are trying to achieve and is highly supportive of it. We as a sport and as an NGB generate more of our income streams into High-Performance than any other sport of the comparable Olympic sports. I have referenced the membership contribution already, but we increasingly need to diversify income streams and generate revenue to be invested back into the sport.

### **Partnerships**

Partnerships are incredibly important to us. We have mentioned Sport Ireland, the Olympic Federation of Ireland, the Sport Ireland Institute – a key stake holder in everything we do. It is funded by Sport Ireland and is just around the corner in Abbotstown. It is our hub for performance services and we have a huge footfall through the Institute. All our athletes have access to physiotherapy, strength conditioning, psychology, psychiatry if required, life skills, nutrition, physiology etc. There is a huge investment from government in Sport Ireland that we draw down on.

### **Athlete Performance and Holistic Support**

The holistic side is increasingly important. We are all aware of welfare concerns in other sports in other NGBs and we need to be increasingly mindful of the welfare of our athletes that participate for us and with us. Athlete welfare is important to us.

### **Headline Objectives**

Most of these have been touched on already to some degree. We do want to achieve an Olympic medal. The Olympics are critically important to us. We grew up watching the Olympics. We remember John Tracy and Sonia O’Sullivan. We need Kate O’Connor and Rhasidat and others. We need to provide the support that they need to ensure that they are making a mark in L.A., Brisbane and beyond.

## Headline Objectives - snapshot

- Achieve an Olympic medal
- Increase total medals by 20%
- Advance professionalisation of high-performance coaching
- Appoint and retain event-specific technical expertise
- Enhance and support Performance Pathway Programme
- Promote a positive, challenging culture in training, competition, and lifestyle environments



We set our target for this 4 year cycle and strategy to increase our total medals by 20%, again a stretch target, holding ourselves to account the higher level of performance. We want to advance the professionalisation of High-Performance coaching. This is a very nuanced statement. We have limited financial capacity to hire and employ coaches. Within High-Performance sport, there is the perennial dialogue between a non-centralised program, athletes over there doing their own thing in their own environment and a totally centralised program where the athlete lives and trains in the programme under our coaches.

In an Irish model, that centralised offering is very difficult to manage. We want to get the balance right, so we have invested in coaching via two avenues. What we are calling our professional coaching programme, funded by the Sport Ireland High-Performance Coaching Programme. We have recently hired several part-time coaches to work at Pathway and at Senior level to build out our programme to provide a greater and more centralised offering to athletes within the program which simultaneously offering our coach support programme which supports 10 coaches of our leading athletes or leading performance groups. We will invest €100K this year in coach support and similar figures in the Coach Support Programme.

Ultimately, culturally, we want to get to a position where all coaches at the top end performance level view this as a career and something they are investing heavily in time and expertise, continuous professional development and so on.

Credibility is an important thing in High-Performance sport – having staff that really do know what they are talking about, who have been in the trenches and have delivered is important to us. We have some outstanding staff withing the programme at the moment, but we are always looking to upskill and add value. Christian Malcom for example has been there and done that. He served as Head Coach in the British programme and as Head Coach in the Australian programme. Mark Kenneally has come through our own system. A former Olympian in 2012 Olympics. He is adding incredible value to the endurance programme. He is now also taking over a role in the leadership of High-Performance coaching.

### **The Pathway Programme**

This programme is incredibly important to us. Pathway refers to our younger athletes coming through. Ultimately, ages 16 & 17 competing at European U18 championships, 18 & 19 competing at U20 and so on. We want to invest more in the Performance Pathway program to add more value to create that platform for our young athletes to transition into successful senior athletes competing on the global stage. Our Pathway Programme is pretty well developed. Jacqui Freyne has led that for quite some time. She has done an incredible job. We are way ahead of the curve in terms of other NGBs and their programmes. But we do need to enhance our investment in support of that programme. We are delighted that we have recently hired three part time coaches to work with Jacqui as part of that programme.

Culture is important. They say culture eats strategy for breakfast. Promote a positive, challenging culture in training and lifestyle environment. Culture is a challenge for us in a large, decentralised programme. In a diversified, disparate environment, athletes in Texas, Manchester, Dublin, Limerick and Cork, it is a little more challenging.

## Current High-Performance Team

Who is currently tasked with running the Programme. I have been in situ since 2017. Paul Thornton is our operations manager and looks after flights, accommodation etc. Probably the busiest man in High-Performance sport. Ellen Byrne works under Paul. Her remit is to coordinate access for the athletes to the Institute and other services. She is our anti-doping officer and is critically important to us. She oversees the administration of the athlete carding programme. We have €608K in carding coming in from Sport Ireland to athletes this year, plus another €130K of Athletics Ireland own resources going to that next tier of athlete. Carding is a huge part of what we do and oversight of it is important.

### Current HP Staff

- Paul McNamara – Performance Director
- Paul Thornton – Operations Manager
  - Ellen Byrne - Athlete Services, anti-doping, athlete carding
- Mark Kenneally – Endurance Lead & HP Coaching Lead
  - Emmett Dunleavy – Programme Coach
- David Sweeney – Field Event lead
  - Barry Pender/Tom Reynolds – Programme Jumps Coaches
- Christian Malcolm – Sprints & Relays Lead
  - Relay Coaches
- Jacqui Freyne – Pathway Manager
  - Karen Kirk – Pathway Sprints Lead
  - Niamh Fitzgerald – Pathway Endurance Lead

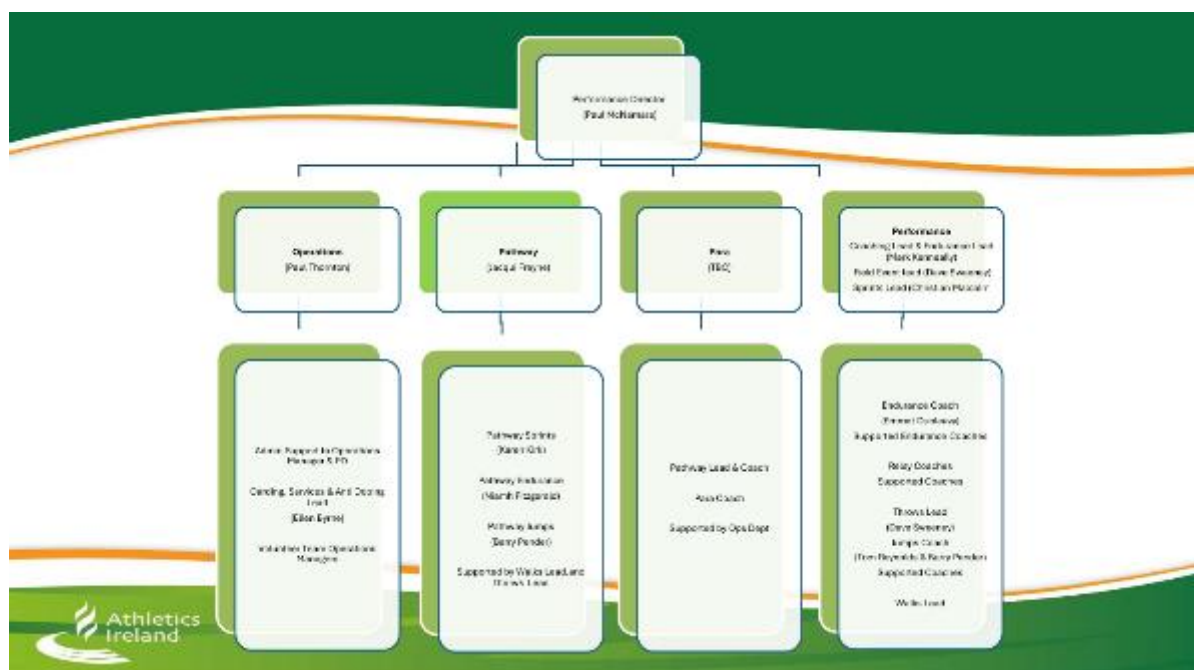
Athletics Ireland

Mark Kenneally, marathoner at the London Olympics is both our Endurance Lead and has also taken on the head of High Performance Coaching. His job is to administer and manage Sport Ireland's investment into our coaching and to align our programme delivery, sprints, endurance, field events, Pathway, are each adding value.

Dave Sweeney is our Field Event lead. He has predominantly a throws background and he is now very ably assisted by Barry Pender and Tom Reynold who has just come on as part-time jumps coaches. We are building out that field programme significantly.

Emmet Dunleavy has come on as a programme endurance coach. Most of you will know Emmet. He is from Sligo. Coach to Daragh McElhenny and others.

Christian Malcom is the Sprints and Relays lead. He also oversees our team of relay coaches. Gerard O'Donnell is our senior 4x4 coach. Gary Ryan and Daniel Kilgannon are our senior 4x1 coaches. Jacqui Freyne oversees our Pathway. Two new hires in the Pathway programme, both funded by Sport Ireland. Karen Kirk who is a half time Pathways Sprints Lead and Niamh Fitzgerald, Pathway Endurance Lead. In terms of gender balance those are very positive appointments and very capable people who are going to add value to what we do.



Capacity Building has been a big feature of everything we do in the programme. We can only effect change if we have the capacity to do work, and to do work we need people and we need resources. We are going in the right direction in both areas. We are looking at realigning the team. We have four pillars. The first one is the operation pillar. It is very much administrative and supportive. The concept here is if we adequately invest in an operations team, we can allow the performance staff focus on performance, dialogue with our coaches, dialogue with our athletes, focus on adding value at camp.

Our Pathway Programme is increasingly well defined and well supported and adding immense value with youth U20 and U23 level.

Our Para pillar is not yet in situ. That transition from Paralympics Ireland should be happening later this year. The Performance pillar which covers the senior element of endurance, sprints, field events and walks which is overseen by Mark in tandem with Dave and Christian.

### Competition Calendar 2026



The image shows a slide titled "2026 Competition Programme" with a table listing various international events. The table has three columns: Event, Dates, and Venue. The events are listed in chronological order from January to December. The slide also features the logo of the Irish Olympic Committee in the bottom left corner.

Event	Dates	Venue
World Cross Country Championships	10 Jan	Tallahassee, USA
European Throwing Cup	14-15 Mar	Nicosia, CYP
World Indoor Championships	20-22 Mar	Torun, POL
World Relays	2-3 May	Gaborone, Bot
World Race Walking Team Championships	12 Apr	Brasilia, BRA
European 10,000m Cup	23 May	La Spezia, ITA
European U18 Championships	16-19 Jul	Rieti, ITA
World U20 Championships	4-9 Aug	Eugene, USA
European Championships	10-16 Aug	Birmingham., GBR
World Road Championships	19-20 Sep	Copenhagen, DEN
European XC Championships	13 Dec	Belgrade, SRB

What does our year look like? Realistically our competition programme drives a huge amount of what we do and where we spend our time. This is just a snapshot of what it looks like for 2026. This does not include preparatory competitions, qualification competitions. This is just the Championships. It varies year on year. Last year was an incredibly busy year. We had 15 Championships at the outset of the year.

We won our first two senior medals at the European Throwing Cup this year. Kate O'Connor stole the show in the World Indoor Championships as she did last year. World Relays are on next weekend in Botswana. Teresa McDaid is going out as team manager. Teresa is very much the face of our senior championships on the ground in a voluntary capacity. This ultimately drives

everything we do. The level of success we have had at each and every one of those competitions over the years is huge.

A key point I make in regard to high-performance is that while we have a paid staff, we are part of a much broader and much wider eco system. It does reach right down into the grass roots. There is a phrase in High-Performance sport that I like a great deal, which is, High-Performance sport should never lift the ladder in the rest of the sport. High-Performance should be connected with the sport the whole way down through the eco system. And there are lots and lots of reasons for that. Young athletes at club level in places like my own club in Roscommon, or your club in Cork or Donegal or Dublin need that pathway and level of inspiration. There was a beautiful moment last week in my own club where my next door neighbour, 10 year old Hannah Gately was interviewed on RTE and was asked who her hero was and she talked about Rhasidat Adeleke and the inspiration she has given her. Rhasidat picked that up and shared it on her Instagram and I think it is on 20 thousand shares at the moment. So 10 year old Hannah is an Instagram sensation at the moment and is thrilled by it. But there are practical reasons as well in terms of there are only so many world class hammer throwers or shot putters. A world class 1500 meter runner needs a cohort of athletes to train with and build around.

So, we are building out our programmes not just at the top end but further down the pecking order as well. We want that pathway to exist for all your club members right through the age groups at juvenile into the developing competition and into senior competition and keep those dreams alive. There is a lot that is very positive about the High-Performance programme. We are self-aware enough to know that there is an awful lot more we need to do better. Human and financial resource plays a huge part in that. The Board and Hamish as CEO have done incredible work in their level of investment. And the return in investment the High-Performance programme gives them. An awful lot of people deserve credit for where we are. 2026 is going to be an incredible year for us. The 2028 cycle is going to be an incredible cycle for us and L.A. 2028 we hope is going to be outstanding. It may have been mentioned already today but it is worth noting

that 15% of all ticket sales for the European Championships in Birmingham this year have been bought by Irish supporters. Which is truly incredible and is a symptom of the level of success of the program and the profile of the sport. My first championships involved, were the 2015 Beijing and literally I could name every single supporter that was there. There were three supporters in the stadium. In Tokyo in 2025, there was a significant Irish presence in the stadium, many from this room today. At European Cross Country champs, it is Irish supporters, who are almost always Irish club people on the ground who are making a voice. So, when Irish athletes compete, Irish staff put on the tracksuit. We talked about values, but we are all ambassadors for you the membership, for our clubs, for our Association, for our nation. And we do conduct ourselves to the highest standard. We are always aware that when you are wearing green you must perform in every aspect.

That is all I have. Thanks for listening and thanks for your support of the sport.

Paul McNamara

Director High-Performance

## Close of 2026 AGM

The President, Brid Golden thanked all present for attending and all those involved in the preparations for and the delivery of the AGM. She formally declared the 2026 Athletics Ireland AGM closed and wished everyone a safe journey home and invited all delegates to stay and enjoy lunch.

The 2027 Congress will be on the 17<sup>th</sup> of April 2027 in the Tullamore Court Hotel.