Welsh Triathlon
AGM
18th November 2014
Agenda

Welcome

Apologies for absence

Presentation of insport Ribbon

Minutes of the AGM 2013 of Welsh Triathlon

Directors’ Annual Report for 2013/4

Presentation of Annual Awards

2013/14 accounts and Finance Director’s report

Appointment of Directors

Open forum
Ribbon insport presentation
by
Jon Morgan
Executive Director Disability Sport Wales
Welsh Triathlon Strategy

Making Wales the proud home of Triathlon
Working groups

Development Management
Tom Overton, Director for Development

Performance Management
Will Thomas, Director for Performance

Event Strategy
Mike Battersby, Director for External Affairs

External Affairs
Mike Battersby, Director for External Affairs

High Performance Organisation
Chris Butler Donnelly, Chairman of the Board

Other Directors and Staff make up members of the groups with consistency and overview provided by the General Manager (Beverley Lewis) who sits on all groups.
Our Mission

Making Wales the proud home of Triathlon

Developing performance athletes, coaches and officials to represent us on a world stage

High Performance Organisation

Taking positive action to enable everyone in the community to enjoy the sport

Performance

Being recognised as a high performing organisation

Proactively supporting the development and growth of our membership, clubs and workforce

External Affairs

To increase participation, raise the profile, ensure the sustainability of triathlon, and its related sports in Wales by:

Facilitating amazing events loved by everyone

Events Strategy

Development Management Group
Making Wales the proud home of Triathlon

Development Management Group

MISSION STATEMENT

Taking positive action to enable everyone in the community to enjoy the sport

GOALS

1. Every club provides a welcoming, open, safe and thriving environment

2. Sport reflects the diversity of our community

3. A complete sport pathway at a local, regional and national level

4. Clear and visible workforce development structure

5. Deliver a marketing and communications strategy that supports growth across all areas of WT
GOALS

1. Every club provides a welcoming, open, safe and thriving environment
   - club forums (6 annually)
   - guidance material
   - Club Accreditation Scheme

2. Sport reflects the diversity of our community
   - Increased activity amongst women, BME groups, paratriathletes
   - Membership package

3. A complete sport pathway at a local, regional and national level
   - Novice through to age grouper events across Wales,
   - A clear sport pathway
GOALS

4. Clear and visible workforce development structure

- Clear, incentivised, pathway Coaches (CPD for L2 Coaches by 2015)
- Officials (introduction of Kit),
- Volunteers (ideas to be brainstormed),
- Young people (Young Ambassadors Programme),

5. Deliver a marketing and communications strategy that supports growth across all areas of WT

- First place to find out about Triathlon in Wales (analytical data support)
- Culture ‘support Welsh Triathlon to support Triathlon development in Wales’
- Portfolio of well regarded sponsors and partners
- Financial independence/sustainability
Events Strategy Group

MISSION STATEMENT

Facilitating amazing events loved by everyone

GOALS

1. To have a recognised Welsh events standard
2. Host a world class event in Wales
3. Having a full/complete portfolio of Events across Wales

Event Strategy Management Group

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Events Strategy
Key Responsibilities

• Coherent WT events policy
• Increase profile of WT Championship events
• Opportunities for National, WTS, ETU and ITU events in Wales (world class event)
• Junior, Senior, Paratri and Women’s only events
• Tri, Du, Aqua, XCross, Supersprint, Sprint, Standard, Middle & Long Distance, Club team and relay events in Wales
• WT own events, outsourced or in partnership
• Relationship with EO and local and national government
Operational

• **OBJECTIVE** : To produce an events strategy for period 2015-2019

• **ACTION** : Develop strategy for a diverse range of events, establish consultation groups and get feedback from stakeholders

• **MEASUREMENT** : Present strategy document to full board for consideration by March 2015

• **OUTCOME** : Present strategy to WT membership for approval at next AGM
Lost and gained a Development Manager

Our thanks to Darren Jones

Welcome to Andrew Deans

Note book and pen in hand to record splits - it was a long day waiting for all the Cardiff Triathletes to pass - IM Wales 2014
## Progress Update

**October 2013**

**Membership**
- 821 Members
- 727 adults & 94 juniors

**Clubs**
- 38 (10 Juniors)

**Coaches**
- 57 active coaches

**October 2014**

**Membership**
- 1093 Members
- 848 adults & 245 juniors  
  **33% Growth**

**Clubs**
- 41 affiliated (12 Junior)  
  **7% Growth**

**Coaches/Officials**
- 155 active coaches
- 34 active officials
2015

- Feedback on the Strategy

- Continued Membership growth – particularly non-member conversion, club kick backs, marketing through events

- Membership package -

- Club Growth – forums, increased guidance material, comms

- Coaching and Official Courses

- Event Organisers Course

- Communications – e-newsletters, BTF review

- Delivery of Events – National Champs, KOS, Gemau Cymru, Tristar Series
Tristar Events Structure 2015

- Welsh National Championship Tristar Event
  - Invitation only
- North Tristar Series
- South Tristar Series
- Gemau Cymru Tristar Series
  - IRC Qualifier
  - Invitation only

Tristar Events organised throughout Wales

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Performance Management Group

MISSION STATEMENT

Developing performance athletes, coaches and officials to represent us on a world stage

GOALS

1. To be considered to have the best pathways in the UK

2. Over deliver CWG medals for Wales

Making Wales the proud home of Triathlon
Performance Management Group

GOALS

1. To be considered to have the best pathways in the UK
   - pathway from Junior Club/hub to Performance Centre
   - Selection Criteria/Talent Programme at all level
   - highly qualified and passionate coaches at all levels
   - Well resourced athlete centred support provision
   - Competition Structure in Wales to support development

2. Over deliver CWG medals for Wales
   - Talent ID for Gold Coast 2018 (by 2016 to have identified athletes to support)
   - Clear athlete centred support pathway for CWG potential
   - Robust CWG Selection Policy

3. Connect our high performers with our triathlon community
   - Elite Athlete engagement in Welsh Triathlon
   - Courses to facilitate communication and media skills
   - High Performance coaches delivering annual programme of CPD to club coaches
   - Triathlon in Wales associated with high performing individuals

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Performance in 2014

Roller coaster CWG
Concluded with a fantastic effort by our Welsh Team
Thank you Morgan, Liam, Carol and Holly
and Ellie, Alex and Laura Macey (Team Manager)
Also in 2014

Restructuring of the Talent Squads
  North Regional Academy – Roy Healey
  South Regional academy – Chris Goulden

Performance Centre
  Partnership Cardiff Metropolitan University and Cardiff University
  4 athletes in 2015
  Coached by Andrew Lane

Change in emphasis for Performance Development Coach

New Pathway Manager in BTF – Dan Salcedo

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Making Wales the proud home of Triathlon
Performance Report

• Performance Department’s Two Major KPIs:
  1. Delivering Athletes onto the Great Britain Podium Potential and Podium Squads
  2. Delivering Commonwealth Games Medals
Triathlon Performance Pathway

- Clubs
- Regional Development Academies
- National Academy (NA)
- GB
Positives In The Year

• Maintained Three Athletes on GB Programme.
• Three Welsh Athletes achieved GB Podium Potential Standard.
• Eighth In the CWG Super Sprint
• Performance Centre had a successful first year.
• Regional Development Academies had a successful first year.
Negatives In The Year

- No Medals In the Commonwealth Games.
- No Athletes Selected onto British Pathway.
Aspirations For The Future

• Building and developing our pathway and programmes – club based performance development programmes.
• Further develop the performance centre.
• Build our elite coaching pool.
• Develop talent transfer from other sports.
• Plan for Gold Coast 2018 now.
High Performing Organisation Management Group

- Safeguarding Level 2 by March 2015
- Preliminary Level Equality and Diversity by June 2015
- Self Assessment Completed by September 2015
- Sport Wales Self Assurance Score increased year on year (complete by 2018)
Safeguarding

Dr Joy Bringer
Director for Safeguarding
Why safeguarding?

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Why safeguarding?
Current Status

- Board Training
- Staff Training

- Level 2 Partially achieved
- Safeguarding supported by BTF
- Director in role from Sept 2014
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2015: Proactive Approach
- Achieve Level 2 Standard – progress to L3
- Policy
- Procedures
- Practices
- Education & Training
- Implementing & Monitoring

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<td>1.2 Meeting updated draft with BTP thresholds</td>
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Safeguarding will support us to achieve our Goals

To increase participation, raise the profile, and ensure the sustainability of triathlon, and its related sports in Wales by:

- Taking **positive action** to enable **everyone** in the community to **enjoy** the sport
- **Proactively supporting** the development and growth of our **membership, clubs and workforce**
- Facilitating amazing events **loved** by everyone
- **Developing** performance **athletes, coaches and officials** to represent us on the world stage
- **Being recognised** as a high performing organisation
External Affairs Management

- Representation on BTF Board
Welsh Triathlon – External Affairs

• **Mike Battersby** – WT representative on the board of British Triathlon Federation
• **Chris Butler-Donnelly** – Chairman WT

**Influence Objectives**

• BTF Relations
• Home Nations and Commonwealth Countries Relations
• Local Stakeholder Relations e.g. National Assembly for Wales, local councils, other Welsh sporting NGB and sporting groups.
BTF – Home Nations Relationship

75% votes required (unanimous) to approve any BTF resolution

British Triathlon Federation
(Independent Board of Directors)

Triathlon England
One BTF director
One member vote

Welsh Triathlon
One BTF Director
One member vote

Triathlon Scotland
One BTF Director
One member vote
Association of Commonwealth Triathlon

• Newly formed voluntary unincorporated association of triathlon NGB within the Commonwealth Nations
• Represented from the UK individually by the four Home Nations, Jersey, Guernsey and the Isle of Man

AIMS

• To assist the development of triathlon in developing Commonwealth nations
• To increase the number of participating countries and triathletes at future CWG (individual finishing numbers have dropped at every CWG since introduction in 1992).
• To work with the ITU to codify race rules that would be acceptable in a Commonwealth Games triathlon event
Welsh Awards

Volunteer of the Year
Andrew Deans – Cardiff Triathletes

Coach of the Year (BTF Coach of the Year)
Anthony Dally – Taff Ely Triathlon Club

Event of the Year
TriExercise Pembrokeshire Coast Triathlon
Finance Report & 2013/14 Accounts

• Our funding
• Our expenditure
• Where we are investing
• Balance Sheet
• Summary looking forward
Our Funding 13/14  £260.4k (12/13 £165.2k)

- **Membership/Other**
  - Full: £30k
  - Day: £11k
  - Club: £3k
  - Other: £5k
  - 12/13: £17k

- **Training**
  - £21.2k (£6.2k)

- **Events**
  - £5.5k (£4.1k)

- **Other**
  - £92.9k (£21.8k)

- **Government**
  - £70.0k (£39.9k)

- **Sport Wales**
  - £167.5k (£143.4k)

- **Lottery**
  - £97.5k (£103.5k)

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Our Expenditure 13/14 £233.5k  
(12/13 £155.0k)

- Governance / Admin  
  £19.4k (£20.5k)

- Development  
  £34.4k (£13.6k)  
  Coach Training  
  Junior Dev

- Other  
  £8.9k (£8.2k)

- Performance  
  £63.4k (£28.7k)  
  CWG prep  
  Talent Academy  
  Performance centre

- Salaries  
  £107.4k (£84.0k)

Salaries increase is due to having the GM and Dev Mgr in post for a full year in 2014. Funding increased to match this.

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Where Are We Investing?

• Supporting current and future increases in membership level through
  – Increasing the number of clubs: senior and junior
  – Supporting club infrastructure through
    • Developing significant increases in coaching resource
    • Rolling out club development guides

• Developing performance pathways from youth to elite to maximise our elite athlete potential

• Increase the participation in triathlon e.g. Kids of Steel, Tristars

• Improve and deliver a fit for purpose organisation with appropriate governance thereby building strong foundations for triathlon in Wales
Balance Sheet

• Net cash positive
  £104.1k (£93.6k)

• Creditors
  £104.1k (£93.6k)

• Members funds
  – Surplus £27.0k (£10.2k)
  – Losses c/f avoid tax

• Reserves equivalent to 6 months costs
Summary looking forward

• Govt funding cuts. Planning for 5%-20%
• Three years funding for GM post
• Need to continue to significantly increase membership. Conversion of day and club members to WT membership
• Continue to keep expenditure focused on strategic objectives and at affordable level
• Need to develop and increase the number of officials as we have done with coaches
• Healthy balance sheet / solid reserves
Appointment of Directors
We welcome your Questions