Welsh Triathlon

AGM 23rd November 2015
Sophia Gardens and Deeside (VC)
Agenda

1. Welcome from Tom Overton Director for Development
2. Apologies for Absence
3. Approval Minutes of the 2014 AGM
4. Presentation of Safeguarding Level
5. Director’s annual Report for 2014/2015
6. Presentation of Annual Awards
7. 2014/2015 Accounts and Finance Director’s Report
8. Appointment of Directors
9. Open Forum
Welcome
Welsh Triathlon 2014

Congratulations!

Non Stanford

Olympic Selection &
BTF Olympic Athlete of the Year 2015
Thank You to those who have left

Chris Butler Donnelly  Chair
Andrew Johnson  Director of Finance
Will Thomas  Director of Performance
Mark White  Director Clubs and Membership
Mollie Borg  Officer Administrator
Welcome to

Amy Jenner
Officer Administrator
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Apologies and Approval of Minutes from AGM 2014
Presentation

Safeguarding Level 2
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Director’s Annual Report

Overview and Governance
Beverley Lewis, Executive Director

Performance
Richard Brady, Performance Development Coach

Development
Carwyn Williams, Director for Marketing and Communications
Overview 2014/2015

Working together
HN’s consultation in kicked off in January 2015

Triathlon Rebrand
To unite the Triathlon Community

Vision for Triathlon
To Deliver world class success and to inspire participation
BTF Seven Strategic Areas

1. Winning Performances
2. Inspirational Events
3. Growing Participation
4. Essential Membership
5. Top 5 Olympic Sport
6. Outstanding Governance
7. International Influence

Welsh Triathlon Strategy to sit beneath this overarching vision
## Welsh Triathlon Partnerships

### Internal
- Regional Academies

### External
- Cardiff Universities Performance Centre
- Tenovus Women’s Triathlon
- Gemau Cymru - Urdd
- Cardiff Games - Sport Cardiff
- Streetgames - BME
- BTF Paratri British Series

### Strategic
- Welsh National Governing Bodies CEO Forum
- Welsh National Governing Bodies Development Leads Forum
- Governance and Leadership Framework Wales pilot sport
- CAST (Cycling, Athletics, Swimming, Triathlon CEO Forum)
- BTF HN’s COO Forum
- Community Sport Pathway Consultation Group
Governance

Business Organisation

Employment Law

Framework Policy

SLA NSPCC CPSU Risk Annual Report

Tax UKAD WADA Board

Staff Legal HMRC

Financial Management
Board of Directors/Staff

Chairman
Paul Tanner (TB Co-opted January)

Director of External Affairs
Mike Battersby

Director of Finance
Jon Blakemore

Director of Marketing and Sponsorship
Carwyn Williams

Director of Governance
Llyr Roberts

Director of Development
Tom Overton

Director of Performance
Ken Kelly

Director of Safeguarding, Equality and Diversity
Dr Joy Bringer

Director of Rules and Tech
Tom Roberts

Director of Membership and Clubs
no one in post

Executive Officer
Beverley Lewis

Office Administrator
Amy Jenner

Development Manager
Andrew Deans

Performance Development Coach
Rich Brady
Governance

Self assurance Score
Sport Wales measure good governance, robust policies and procedures including HR and Finance

Child Protection
Working towards Level 3 safeguarding

Equality and Diversity
Preliminary Level March 2016

Disability
Insport Bronze March 2016

Governance pilot
Governance and Leadership Framework Wales
# Equality and Diversity

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>Staff</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Board</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>(Sub Committees)</td>
<td>60%</td>
<td>40%</td>
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<tr>
<td>Membership:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>adults</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>children</td>
<td>54%</td>
<td>45%</td>
</tr>
<tr>
<td>Coaches</td>
<td>69%</td>
<td>31%</td>
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</tbody>
</table>

InSport/E&D initiatives will help data capture for:
- Disability
- Lesbian, Gay, Bisexual & Transgender figures
- Black Ethnic Minority
Our foundations are strong and we are in good shape to meet the high expectations of our stakeholders
Calling for help!

Volunteer required!

Board Directors
Sub committee volunteers
Tristar Committee members
Event Volunteers
Sponsorship/marketing
and more...
Performance
Performance Highlights 2015

• Non Stanford
  2nd at Rio Olympic Test event and WTS Grand final, meeting BT Olympic Selection Criteria.

• Helen Jenkins
  11th at WTS Grand Final

• Zoe Thomas & Issy Morris
  Silver Medals at European U23 4xMixed Relay

• Bronwen Owen
  12th at European Jnr Triathlon Championships.

• Issy Morris
  European Youth Relay travelling reserve.

• 4 x GB National Champions. Yth Duathlon - Tomos Neshem & Issy Morris. Elite Sprint - Morgan Davies, Elite Standard - Liam Lloyd

• 3 further GB National Champs Medals, Silver Jnr Tri - Ffion-Haf Harrett, Silver GB Elite Sprint - Liam Lloyd, Bronze GB Elite Standard Distance - Iestyn Harrett.

• Osian Perrin
  T3 Bronze Inter Regional Championships.
Performance Pathway
Athletes

Athletes
2 GB Podium
1 GB Podium Potential
1 GB minimum standards
8 National Academy
5 Performance Centre athletes
2 North Regional Academy
8 South Regional Academy
Anti Doping - our role

To provide education at the appropriate level to Welsh Triathlon Members:-

i. Athletes / Parents
ii Coaches / Support Staff
iii. Clubs

This education is currently delivered using workshops during Academy Camps, at assessments days, coaching and WT News letters.

Responsible Governance
Constant Vigilance
Anti Doping

Strict Liability

‘that each athlete is strictly liable for the substances found in his or her bodily specimen, and that an anti-doping rule violation occurs whenever a prohibited substance (or its metabolites or markers) is found in bodily specimen, whether or not the athlete intentionally or unintentionally used a prohibited substance or was negligent or otherwise at fault’.

www.ukad.org.uk
Performance Projects
2016

CWGCW has confirmed Gold Coast 2018 nomination criteria increasing it from top 8 to a top 6

The number of open training days across North and South Region increased and re-branded as Racing Skill Schools

Creation of a TriStar Committee to advise on and help deliver the unique needs of our TriStar athletes
Development

Glan Y Gors Tristars
Total Active Coaches and Officials

![Line graph showing the number of active coaches and officials from 2008/09 to 2015/16. The graph indicates a rise in the number of active coaches from 2014/15 onwards, while active officials show a steady increase throughout the period.]
Events

68 Welsh Triathlon registered races
Race starts up by 35%

Tenovus Women’s Triathlon
Paratriathlon
Draft Legal Tristar Open Water
Clubs

Welsh Triathlon Affiliated Clubs

Five new clubs discussing joining currently
<table>
<thead>
<tr>
<th>Event Type</th>
<th>Event Name</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>Sprint Duathlon</td>
<td>Harlech Duathlon</td>
<td>3 April 2016</td>
</tr>
<tr>
<td>Sprint Triathlon</td>
<td>Llanelli Sprint Triathlon</td>
<td>15 May 2016</td>
</tr>
<tr>
<td>Middle Triathlon</td>
<td>Bala Middle Distance Triathlon</td>
<td>5 June 2016</td>
</tr>
<tr>
<td>Standard Triathlon</td>
<td>TriExercise Pembrokeshire Coast Triathlon</td>
<td>25 June 2016</td>
</tr>
<tr>
<td>Aquathlon</td>
<td>Porth Eiras Aquathlon</td>
<td>30th July 2016</td>
</tr>
</tbody>
</table>
In 2016

Improve the profile of our National Championships

Deliver the Tristar Series the Tristar’s and their parents want

Profile Triathlon in Cardiff schools as part of Cardiff Games

Club support - Insport/Safeguarding/Coaching/Courses

GoTri - coming to Wales!

Single Sport collaboration

Kids Of Steel/Gemau Cymru

Partnerships with other organisations e.g. Tenovus, Streetgames
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Welsh Triathlon Annual Awards

Volunteer of the Year

Bethan Loveless

Cr@p Tri
Welsh Triathlon Annual Awards

Coach of the Year
Janice Coyle
Cardiff Triathletes
Welsh Triathlon Annual Awards

Event of the Year

British Triathlon Event of the Year 2015

TriExercise Pembrokeshire Coast Triathlon
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Finance Report
Finance Report & 2014/15 Accounts

• Our funding
• Our expenditure
• Where we are investing
• Balance Sheet
• Summary looking forward
Our Funding 14/15 £296.3k (13/14 £260.4k)

- **Training**
  - £36.7k (£21.2k)
- **Events**
  - £1.0k (£5.5k)
- **Membership/Other**
  - £63.6k (£66.2k)
- **Other**
  - £101.3k (£92.9k)
- **Sport Wales**
  - £195.0k (£167.5k)
- **Govt**
  - £83.6k (£70.0k)
- **Lottery**
  - £111.4k (£97.5k)

- **Membership/Other**
  - Full £33k
  - Day £18k
  - Club £3k
  - Other £10k
Our Expenditure 14/15 £261.2k
(13/14 £233.5k)

- **Governance / Admin**: £37.5k (£19.4k)
- **Development**: £38.0k (£34.4k)
- **Performance**: £62.2k (£63.4k)
- **Talent Academy**: £4.8k (£8.9k)
- **Salaries**: £118.7k (£107.4k)
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. Tristars, Tenovus Tri
• Improve and deliver a fit for purpose organisation with appropriate governance thereby building strong foundations for triathlon in Wales
Balance Sheet

• Net cash positive
  £107.2k (£104.1k)

• Creditors
  £107.2k (£104.1k)

• Members funds
  – Surplus £35.2k (£27.0k)
  – P&L Reserves positive

• Reserves equivalent to 5 months costs
Summary looking forward

• Government funding cuts
• Two years funding for Executive Officer post
• Need to continue to significantly increase membership
• Conversion of club members to WT membership
• Keep expenditure focused on strategic objectives and at affordable level
• Need to develop and increase the number of officials
• Healthy balance sheet / solid reserves
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Appointment of Directors
Thank You

safe journey home