Agenda

1. Welcome from Paul Tanner Chairman
2. Apologies for Absence
3. Approval Minutes of the 2015 AGM
4. Presentation of Insport and Equality and Diversity Level
5. Director’s annual Report for 2015/2016
6. Presentation of Annual Awards
7. 2015/2016 Accounts and Finance Director’s Report
8. Appointment of Directors
9. Open Forum
Change to the Agenda

Appointment of Directors
# Directors of Welsh Triathlon appointed

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Appointment Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Tanner</td>
<td>Chairman</td>
<td>Appointed 2015 post AGM, 3 year appointment, ending 2018,</td>
</tr>
<tr>
<td>Jon Blakemore</td>
<td>Director of Finance</td>
<td>Appointed 2015, 3 year appointment, ending 2018</td>
</tr>
<tr>
<td>TBC</td>
<td>Director for Performance</td>
<td>Vacancy</td>
</tr>
<tr>
<td>Tom Roberts</td>
<td>Director for Rules and Technical</td>
<td>Appointed 2013 re-appointed 2015, for 3 year term, ending 2018</td>
</tr>
<tr>
<td>Mike Battersby</td>
<td>Director for External Affairs (Interim Chair)</td>
<td>Appointed 2013 reappointed 2014 for 3 year term ending 2017</td>
</tr>
<tr>
<td>Llyr Roberts</td>
<td>Director for Governance</td>
<td>Appointed 2015, 3 year appointment, ending 2018</td>
</tr>
<tr>
<td>Tom Overton</td>
<td>Director for Development</td>
<td>Appointed 2014, 3 year appointment, ending 2017</td>
</tr>
<tr>
<td>Joy Bringer</td>
<td>Director for Safeguarding</td>
<td>Appointed 2014, 3 year appointment, ending 2017</td>
</tr>
<tr>
<td>Beverley Lewis</td>
<td>Executive Officer</td>
<td>Appointed 2015</td>
</tr>
</tbody>
</table>

**Note:** Ken Kelly, Director for Performance and Carwyn Williams, Director for Marketing and sponsorship resigned from the Board during the year. Thus the AGM will be asked to ratify the appointments of Paul Tanner Chair,
Welcome

Chairman
Paul Tanner
Thank You to those who have left

Ken Kelly
Carwyn Williams
Andrew Deans
Rich Brady

Director of Performance
Director of Marketing & Sponsorship
Development Manager
Performance Manager
Welcome to

Will Kirk
Development Manager

Louis Richards
Welsh Pathway Manager

Luke Watson
Cardiff Triathlon Performance Centre Coach
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Apologies and Approval of Minutes from AGM 2016
Presentation

Insport Bronze Award

Presented by Poppy Jones
Presentation

Equality and Diversity Preliminary Level
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Director’s Annual Report

Overview and Governance
  Llyr Roberts Director for Governance

Safeguarding
  Dr Joy Bringer Director for Safeguarding and E&D

Performance
  Beverley Lewis, Executive Officer

Development
  Tom Overton, Director for Development
Governance

The policies, processes and behaviours which make our organisation robust, transparent and able to deliver our strategic objectives effectively
Board of Directors/Staff

Chairman
Paul Tanner

Director of External Affairs
Mike Battersby

Director of Finance
Jon Blakemore

Director of Business Development
new post

Director of Governance
Llyr Roberts

director of development
Tom Overton

Director of Performance
no one in post

Director of Safeguarding,
Equality and Diversity
Dr Joy Bringer

Director of Rules and Tech
Tom Roberts

Executive Officer
Beverley Lewis

Office Administrator
Amy Jenner
Development Manager
Will Kirk

Welsh Pathway Manager
Louis Richards
Executive Officer
Beverley Lewis

Office Administrator
Amy Jenner

Development Manager
Will Kirk

Welsh Pathway Manager
Louis Richards

Performance Coach
Luke Watson

Staff
Measures

Self Assurance  
Sport Wales measure good governance, robust policies and procedures including HR and Finance  Green

Child Protection  
Working towards Level 3 safeguarding

Equality and Diversity  
Working towards Intermediate Level

Disability  
Working Towards Silver

Governance  
Governance and Leadership Framework Wales  Pledged
Strategy

Welsh Triathlon 2015 -2019 Strategic Document

Aligned with Vision for Triathlon
To deliver world Class Success and to Inspire Participation by achieving the following strategic objectives:

- Winning Performances
- Inspirational Events
- Growing Participation
- Essential Membership
- Top 5 Olympic Sport
- Outstanding Governance
- International Influence
Brand redesign

Website redesign
Safeguarding Equality and Diversity

Dr Joy Bringer
BTF Policy
Welsh Procedures

Two cases 2016
Case Panel
Child friendly procedures
Membership - Inclusion
Membership Breakdown

WELSH TRIATHLON MEMBERS BY GENDER

- Male: 69%
- Female: 31%
Welsh Triathlon Membership by Ethnicity

- 66% white British
- 32% Not disclose
- Mixed
- other white
- Asian/Asian british
- Chinese or other ethnic group
- Indian
- Irish
Membership Breakdown

Welsh Triathlon Members - disability

- No: 67%
- Not wish to disclose: 1%
- Disability: 32%
IN SUMMARY

Our foundations are strong and we are in good shape to meet the high expectations of our stakeholders.
Performance
Update Performance achievements - Role Models!

Non Standford
Olympic 4th
WTS Capetown 1st

Helen Jenkins
WTS Gold Coast 1st

Holly Lawrence
70.3 IM World Championships
Update Performance achievements

Bronwen Owen  2X top 6 ETU CUP (2nd Holten)
Liam Lloyd    2x top 6 ETU Cup
Iestyn Harrett 3 x top 20 ETU Cup
Zoe Williams  2x top 10 ETU Cup
Abbie Williams 2nd European Youth Qualifier
Pathway Development
Aspiration

Wales to have a World Class Development Programme with a complete pathway from grass roots participation to a British Performance Centre.
Welsh Triathlon Performance Pathway

Participation

Clubs
Racing Skill Schools
Regional Academy

Filter

National Academy
Cardiff Triathlon Performance Centre

Performance

World Class Program
Proposed Welsh Triathlon Pathway

**British Performance Centres**

- **Cardiff Performance Centre**
  - 18+ Delivered by CUTPC Coach
  - Delivered by Development Coach supported by CUTPC PC Coach

- **National Academy**
  - 14 – 18+ Delivered by Development Coach supported by club coaches

- **Development Squad**
  - 13-18 Delivered by named coaches supported by club coaches and Development C

- **Skills School Hubs**
  - 8 - 15 Delivered by Club Coach/EO upskilled at SS

- **Clubs, Tristar Series events**
  - from 8
Anti Doping - our role

Amy Jenner: Triathlon’s UKAD Antidoping Educator
All Staff trained as UKAD Antidoping Advisors

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
Development

Glan Y Gors Tristars
Membership: November 2016

Overall Membership

year

members

Total Active Coaches and Officials

We need more Officials - One in each Club would do it! Any Volunteers? It’s not expensive!
Events - update!

68 Welsh Triathlon registered races
Number of Clubs

If all Club Members joined Welsh Triathlon as Members we would have an extra £100,000 to pile into Development of your sport that’s almost half again of the money we are funded!
# National Championship Events 2016

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Event Name</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cross Duathlon</td>
<td>Pembrey Cross Duathlon</td>
<td>26&lt;sup&gt;th&lt;/sup&gt; February 2017</td>
</tr>
<tr>
<td>Sprint Duathlon</td>
<td>Harlech Duathlon</td>
<td>9&lt;sup&gt;th&lt;/sup&gt; April 2017</td>
</tr>
<tr>
<td>Middle Triathlon</td>
<td>Bala Middle Triathlon</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; June 2017</td>
</tr>
<tr>
<td>Standard Triathlon</td>
<td>Cardiff Standard Triathlon</td>
<td>25&lt;sup&gt;th&lt;/sup&gt; June 2017</td>
</tr>
<tr>
<td>Aquathlon</td>
<td>Porth Eirias Aquathlon</td>
<td>15&lt;sup&gt;th&lt;/sup&gt; July 2017</td>
</tr>
<tr>
<td>Sprint Triathlon</td>
<td>Tuska Sprint Triathlon</td>
<td>6&lt;sup&gt;th&lt;/sup&gt; August 2017</td>
</tr>
</tbody>
</table>

Proposing to bring back the Grand Prix series
Watch this space!
In 2016/17

• Improve the profile of our National Championships

• A new Welsh Triathlon Series - bilingual

• Deliver the Tristar Series - New Tristar committee

• Profile Triathlon in Cardiff schools as part of Cardiff Games - second year

• Club support - Insport/Safeguarding/Coaching/Courses
2016/17 continue

- GoTri Roll out across Wales
- Single Sport collaboration continuing
- Gemau Cymru/IRC qualification
- Childrens fully inclusive event - Mold/Swansea TBC
- Partnerships with other organisations e.g. Tenovus
Calling for help!

Volunteers required!

Board Directors
Sub committee volunteers
Tristar Committee members
Event Volunteers
Sponsorship/marketing
and more...
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Welsh Triathlon Annual Awards

Young Volunteer of the Year

Dafydd Carter
Welsh Triathlon Annual Awards

Official of the Year

Tom Roberts
Welsh Triathlon Annual Awards

Club of the Year

Tristars Conwy
Welsh Triathlon Annual Awards

Coach of the Year
Rhys Thomas
Welsh Triathlon Annual Awards

Event of the Year

Stephen Lewis Junior Aquathlon
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Finance Report
Finance Report & 2015/16 Accounts

• Our funding
• Our expenditure
• Where we are investing
• Balance Sheet
• Summary looking forward
Our Funding 15/16 £284k (14/15 £296k)

- **Sport Wales**: £180k (£195k)
- **Governments**: £70k (£84k)
- **Lottery**: £110k (£111k)
- **Other**: £104k (£101k)
  - **Events**: £3k (£1k)
  - **Training**: £17k (£37k)
  - **Membership/Other**: £84k (£63k)
  - **Membership/Other**: £54k
  - **Day**: £16k
  - **Club**: £1k
  - **Other**: £13k
Our Expenditure 15/16 £268k (14/15 £261k)

- **Governance / Admin**: £50k (£37k)
- **Development**: £16k (£38k)
- **Coach Training Junior Dev**: £0k (£5k)
- **Performance**: £73k (£62k)
- **Talent Academy Performance centre**: £129k (£119k)
- **Salaries**: £129k (£119k)

Other £0k (£5k)
Where Are We Investing?

• Supporting current and future increases in membership level through Increasing the number of clubs and supporting club infrastructure

• Develop our workforce

• Develop the performance pathways from youth to elite to maximise our elite athlete potential

• Increase the participation in triathlon e.g GoTri, Tristars

• Improve and deliver a fit for purpose organisation with appropriate governance
Balance Sheet

• Net cash positive
• Creditors
  £101k (£107k)
• Members funds
  – Surplus £16k (£35k)
  – P&L Reserves positive
• Reserves equivalent to >5 months costs
Summary looking forward

- Govt funding cuts. Planning for 5%-20%
- Further 2 years funding for EO 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
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Open Forum
Thank You

safe journey home