

Welsh Triathlon AGM

Welsh Triathlon AGM, Sport Wales, Sophia Gardens, Cardiff	
18 th November 2018	<p>Attendees:</p> <p>Board Members: Paul Tanner (Chairman) Jon Blakemore (Director Finance) Tom Overton (Director of Development) Marc Jenkins (Director of Performance) Mike Tate (Director of Safeguarding)</p> <p>Staff: Beverley Lewis (Executive Officer) Amy Jenner (Workforce Officer) Steph Makuvise (Participation Officer) Louis Richards (Welsh Pathway Manager) Luke Watson (NTPCW Head Coach) Gareth Evans (Events Officer) Verity Cook (Programme administrator)</p> <p>Welsh Triathlon Members: Phil Tilley, Simon Webb, Mark Evans, Joanna Evans, Darren Vaughan, Rhys Thomas, Sian Williams, John Prosser, Jon Hatfield</p> <p>BTF: Andy Salmon (CEO), Kirsty Addy (Age group coordinator)</p>
Chairman	Paul Tanner
Note taker	Verity Cook
Chairman's Opening	
<p>Paul Tanner (PT) formally welcomed all attendees to the Welsh Triathlon AGM and introduced himself as the chairman. He presented highlights of the year: how the profile of triathlon has increased and grown, new directors, new staff, good practices in governance, athlete Commonwealth and internationally success, and development of workstreams such as the NTPCW, WDA, skill schools, clubs, Go Tri, coaches and officials. PT gave a run through of what was on the agenda.</p>	
Apologies for absence	
<p>Apologies received from Ray Morgan (Torfaen Triathlon Club), Steve (Denbighshire Triathlon club), Paul Tilmon, David Perry, Neolwyn Daniels, Tom Roberts (Director of Rules and Tech), Mike Battersby (Director of External Affairs), Owen Rodgers (resigned Director of Business and Commerce), Vicky Johnston (Development Coach), Llyr Roberts (Director of Governance)</p>	
Ratify and re-elect Board Members	

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Tom Roberts started in 1983, Director of rules and tech cannot re-stand due to 10 years in office. Welsh Triathlon is creating a sub group for rules and tech such that his expertise is not lost. PT formally thanked Tom for his work Nationally for the sport.

Mike Battersby Director of external affairs and Welsh Triathlon presentative at BTF has indicated he will be resigning from the board, but date of resignation is flexible till a suitable replacement has been found.

Owen Rodger Director of Commercial and Business resigned due to work commitments earlier in the year.

Presentation of new Board put to members - No objections

4 vacancies on the board will be advertised before Christmas. 2 with portfolio of Director of Communication and marketing and Director of Commercial. There will also be 2 directorships with no portfolio.

Formally thanked Mike Battersby, Tom Roberts and Owen Rodgers.

Formally welcome Vicky Johnston and Verity Cook to the staff team.

PT Invited members to show interest for sub group and board vacancies.

Approval of minutes of the 2017 AGM

The minutes of Welsh Triathlon AGM held on 25th November 2017 were formally approved
Proposed Tom Overton
Second Simon Webb

Special Resolution

Complete substitution of articles, no comments, questions or challenges from members

Proposed Mark Jenkins

Second Louis Richards

16 votes 100% of Welsh Triathlon members present

Director's Annual Report for 2017/2018

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(PowerPoint Presentation Given)

Andy Salmon (AS) presented from BTF

Importance of home nations and the need to make sure that they benefit from the Federal Structure and BTF activity.

Paratriathlon events and British international performances.

Introduced new performance director Mike Cavendish

Identified Age group racing as a key USP of triathlon

Finances and reserves policy, want to invest into the sport

BTF values and strategy

TO asked with the deficit and risk identified does this cause any issue with funding from UK sport?

AS No it doesn't, they are investing, if the reserves became too low it is seen as a risk.

Governance and Safeguarding

Beverley Lewis (BL) spoke about the organisation structure, the sub-groups Welsh Triathlon have in place and who chairs them.

BL discussed requirements of funding including an annual Governance audit

BL Level 3 Safeguarding achieved last year and have been to panel for Equality and Diversity

Intermediate level October (few actions identified) and Insport panel for Silver November

(awaiting formal results)

Safeguarding, Equality and Diversity

Mike Tate (MT) new Director of safeguarding and child protection

MT no historic reported case, and no significant Safeguarding Cases in 2018

BL noted that members are ringing in asking for advice and preventative measures which is very encouraging

Steph Makuvise (SM) presented the section on equality presentation

Explained insport club portal. Insport accreditation for clubs working with the local authorities

PT spoke about our intentions to move towards a more balanced diverse Board. There is an opportunity to be more diversity now with the new vacancies (4) coming in the next few months.

Performance

PT introduce Marc Jenkins (MJ) Director of Performance

MJ Introduce Luke Watson (LW) and Louis Richards (LW and LR presented slides)

LR spoke about the performance pathway at Welsh Triathlon. Provide as many opportunities to help the development. More defined training and camp delivery, education for athlete, parents and coaches. Really appreciates the coaches support to the programme without them the programme wouldn't be able to run. Skill school making sure we don't repeat what clubs already do.

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LW presented the Commonwealth games and results including the great Team Ambassador role played so well by Non Stanford. The largely inexperienced Relay Team performed exceptionally well and were also recognised as a well knitted team. Non Stanford has been put forward for the St David's award.

NTPCW the development and growth of the centre. How to manage the centre and the growth of it. He spoke about Spoke Chris Silver's journey from Age Group athletes to CWG and trials for VI guide as one of the successes of the NTPCW as a case study.

Anti-doping - all staff are trained advisors, AJ is the Lead Officer for antidoping in Welsh Triathlon and regularly receives calls from people looking for advice BTF with the HN's is drafting TOR for a steering group to look at Duty of Care in our sport.

Development

Tom Overton introduced himself and the team. What will triathlon look like in 5 years' time? What the benefits of becoming a Welsh triathlon membership and the sport?
Handed over to AJ, SM, GE to present slides

SM presented membership and club numbers and growth in membership.
SM went on to present positive growth in GoTri events, age, ethnicity and disability. Making our sport inclusive to all

AJ ensuring adequate education provision for all volunteers. Need more officials in North Wales, ideally an official in every club and Welsh official at every Welsh event. Looking at our volunteer database and the variety of different roles. This year launched Activators course in Wales. Move courses to where the demand is, so some courses have new locations.
Appointing 2 young people to sit on the development sub group ages 16–21, 1 triathlon background 1 non-triathlon background to hear the voice of young people.

GE presented events from 2018. Aim to get every event permitted next year.

There is a wish to be clearer with message around Tristar series, that it is an engagement tool rather than a performance tool.
Lots of work going into selecting this year's national champ events, working with the home nations to try and create alignment and structure, such that age group winners at Welsh level can go to British and compete against other home nations.

Welsh Super Series was new this year, in partnership with Dreamteam TV production, TV coverage on S4C (50, 000 views), Channel 4 and Sky. This year worked hard to get the blend of races, looking for consistency but expanding at the same time.
Other projects national champs, Bala big bash multisport event, collaboration, Welsh university and collages. Still working on a bid to bring a major event to Wales.

JB gave finance report. See section below

Business opportunities

BL stated the need to reduce dependency on public funding, by a variety of activities looking into cooperate membership, change to membership packages, defining our assets, sponsorship offers and new partnerships. Positive engagement with sponsors in the back of the super series tv coverage.

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BL present the membership subscription increase of 10% as off the 1st April (will avoid the high March renewal numbers). Junior membership price will remain below that of the other Home Nations. Annual inflation price to be considered going forward. We want to add more value to your membership. BL explained the need for the price increase and MT endorsed the need for a price increase.

MT explained he joined the board to give back. commented on his thoughts of membership price and how he thinks BL was apologising and she didn't need to as it is exciting that the work that has been done. There is an appetite for triathlon, need to get the membership increase, aiming with clubs having 100% membership. The membership increase is showing support and helping the growth. MT encourages present members to go out and spread the word of supporting the growth. MT thanked everyone for allowing him to sit on the board and all members for what they have all done.

Presentation of Annual awards

AJ introduced each award and spoke about the recipients and why they were. MJ presented the Volunteer awards 2018

- Participation Coach of the Year - Mark Evans, Celtic Triathlon Club
- Children's Coach of the Year - Rhys Thomas, Pembrokeshire Triathlon Club
- Official of the Year - Paul Tillman
- Volunteer of the Year - Darren Vaughan
- Club Event of the Year - Llanelli Multisport Festival. Noelwyn Daniels, Healthy Life Activities
- Children's Event of the Year - Ruthin Junior Triathlon
- Club of the Year - Caerphilly Tri-ers
- GOTRI Organiser of the Year - Celtic Tri Club

Finance Report

PT introduced Jon Blackmore (JB)

JB spoke described the funding slides with income from both funding, membership, and events He looked at where the money is being invested. The financial situation of the organisation was robust, and reserves were healthy and in line with policy.

For transparency and Good Governance, the accounts are produced 6 times a year and presented at each Board Meeting

Funding needs to move away from reliance on public funding. Growth in other funding showed we are moving in right direction but still need more work to enable financial sustainability. Increase in coaching course thanks to those who organized and those that attended Expenses £12,000 into the reserves which was £76,000 more than our income, due to the timing of the Commonwealth Games.

Investing in members, club, workforce, performance pathway and governance.

Reserves cover 4.5 months in line with reserves policy

This month we will be completing our budget for the following year

Open Forum

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John Prosser (JP) - Insport accredited events at Cardiff Met are we going to start attending the series?

BL appreciated the insport events explained the resource issues around developing paratriathlon and that we were working to improve opportunities.

JP Spoke at length about the barriers to participation for disabled people

BL invited him to sit down with the Participation Team to understand the barriers

LW noted that participation in qualification races in para tri Llanelli demands ITU standards unless it is an open event.

JH asked that as cost was a barrier to participation in under privilege areas, was there an opportunity to gain a starter pack?

Bl asked AS to answer with regards the new partnership with decathlon through GoTri

BL mentioned the Workshop activity which was taking place after the AGM which would be tailored to the requirements of the audience.

Paul Tanner Thanked the members for attending the AGM and wished them a safe journey home