



# Welsh Triathlon AGM

Welsh Triathlon Ltd AGM, Sport Wales, Sophia Gardens, Cardiff

9 <sup>th</sup> November 2019	Attendees
	<p>Board Members: Parul Patel,(PP) Llyr Roberts (LR), Jon Blakemore (JB), Paul Tanner (PT), Tom Overton (TO), Claire Lane (CL)</p> <p>Staff: Luke Watson (LW), Louis Richards (LR), Vicky Johnston (VJ), Verity Cook (VC), Steph Makuvise (SM), Amy Jenner (AJ), Gareth Evans (GE), Beverley Lewis (BL)</p> <p>Welsh Triathlon Members: Darren Vaughan, Ross Hosking, Simon Phillips, Phil Kethro, Lisa Kethro, Ray Morgan, Matthew Reynolds, S.James, T War, Kylie Mansfield, John Prosser, Alister Slouch, Emily O'riordan, Ian Liddiatts, Tom Roberts, Richard Price, Ed Morgan, Sara Morgan, Tony Dally, Sarah Winter, Dave Perry, Paul Tilman, Mark Evans, Kirsty Edwards, James Lovell</p>
Chairman	Paul Tanner
Note-taker	Verity Cook
<b>Chairman's Opening</b>	
PT introduced the AGM and confirmed that everyone was comfortable with the Facebook live stream. Promoted the merchandise that is available to buy at the AGM (bobble hats and umbrellas).	
Great to see everyone and so many people. What a year! WSS, growth in membership, performance athletes succeeding. Seen a growth in the profile of Triathlon as a whole. New directors have joined the Board this year. The achievement of the sport is down to you our members and volunteers, so thank you.	
PT invited to make the AGM an interactive session asking questions as we go along.	
<b>Apologies for absence</b>	
Mike Jones, Marc Jenkins, Luke Organ, Sarah Williams, Morgan Freeman, Elain Fergison, Brian Fitzgerald.	
<b>Ratify and re-elect Board Members</b>	



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PT explained he is up for reappointment this year, as well as Marc Jenkins - Director of Performance. Re-appointment has been approved by Board should they want to re-stand for their positions for a further term.

Also presenting the new Board Directors, as appointed by the current Board after skills-based interviews were completed. Sarah Williams - Director of Equality and Diversity, Luke Organ - Director of Commercial and Business, Claire Lane and Parul Patel - Non-Executive Directors - their portfolios to be decided after the upcoming strategy days.

Beverley Lewis - CEO's position is ongoing and continuous due to the nature of her position.

PT asked does anyone have any objections to these recommendations. None were received.

Tom Overton, Director of Development comes to the end of his second term end in May 2020 and will need to stand-down due to the rules of governance in relation to Terms of Office.

Mike Tate - Director of Safeguarding stepped down from the Board due to new work commitments. We currently have a vacancy for Director of Safeguarding which we are in the process of recruiting. Huge thank you to Mike Tate for his contributions whilst serving on the Board.

## Approval of minutes of the 2018 AGM

The minutes of Welsh Triathlon AGM held on 18<sup>th</sup> November 2018 were formally approved, with no changes or corrections.

**Proposed** Gareth Evans  
**Second** Amy Jenner

## Director's Annual Report for 2018/2019

(PowerPoint Presentation Given)

### Governance and Safeguarding

Llyr Roberts - Director of Governance stated that lots of work has been completed on the GLFW but we will need to focus in 2020 on the new framework for Wales that has recently been released. We now believe to have a representative and diverse Board.

There has been a change in the investment structure from Sport Wales that needs to be addressed moving forward in 2020.

### Equality and Diversity

Amy Jenner explained that in order to ensure that we are inclusive within our sport, we send out a survey to members and non-members. The idea behind sending it out to non-members is to see if Triathlon has made them more physically active. Please fill out the survey and encourage your club's members to complete it too. The link is on the Welsh Triathlon website, and will be reshared on social media platforms.

We are asking all clubs to sign up to the InSport award. We have made this compulsory for junior clubs, to make sure the environments are safe for all.

### Performance

Louis Richards introduced LW and VJ. LR stated that he has been in post for 3 years and every year we are doing something new and exciting. We are reviewing our aspiration and strategic intent; as we want to make sure it is sustainable.



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LW stated that performance delivery is at the top and then performance development. The presented statistics include Welsh athletes and those that are based out of the centre. We have had some great results; we are seeing under 23 coming through and making podiums which is exciting. Michael Taylor (para triathlete) was at our centre, through his time developed to a level where he finished 6<sup>th</sup> at Europeans. He has now moved on to BTF in Loughborough. Highlight this year was seeing Non Stanford on the podium after a few years of ups and downs. WTPP has 5 athletes and 3 on BTF performance programme. NTPCW has grown and we are looking to invest and increase the sustainability. Looking at collaborations with Swim Wales and Welsh Athletics.

VJ introduced herself as the lead coach for WDA. We have asked for a lot of feedback on what we have been doing previously. As a result, athlete mentors have now been introduced. Last year 100% of the WDA athletes were at BTF performance day which is the gateway to BTJSS which shows the link to BTF.

We have run 2 engagement days engaging both parents and athletes from a variety of backgrounds in workshops and time trials. The highlight was having Non Stanford attend the day in Swansea, sharing her story. The quality of athletes that come through the programme have improved with swim and bike benchmarks.

LR we have great programmes for environments run by LR and VJ. We now want to get more young people into our sport, so they have a positive experience. Tristar series is in consultation phase now. First collaboration with Swim Wales, with communication from Head of Performance leading on signposting to Triathlon. We are also working with our clubs as we want to add value to all clubs, so coaches feel supported.

## Development

Tom Overton introduced himself. He stated, I am really proud of the team that make it happen, not just the paid workforce it is those that are out there as volunteers. I would like to simplify it for you, Development Is getting people engaged in the sport, where they can have positive experiences. Tom then thanked Ian and Hannah for sitting on the sub-group for Development and for providing constructive and supportive challenge to the team.

SM, we have seen our membership grow organically, we have really tried to add value to our membership. We have based these changes on membership from insights, making new partnerships and renewing old ones. Actively encouraging 100% club membership so that everyone in the club is safe and insured for taking part in the sport. Membership went 'green', reducing plastic cards, and postage from Derby. Making it easier for members to get access to their membership cards.

The number of affiliate clubs are going up, meaning we are able to offer more support to them. Club affiliation is changing, and this has been driven by BTF, changing price structure and club management system.

35 GOTRI events that have happened so far, we have more taking part over the winter. Engaging with Women Connect First and as a focus sport in Carmarthenshire.



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AJ explained that currently there are 30 courses being run in Wales. We have also increased the number of qualified coaches. This year saw the introduction of the level 2 Diploma, developed so individuals can maybe take some income from coaching. 9.6% of our membership are coaches. But there could be more as that is only those that are members. We have coaches whereby their memberships have lapsed, and we need to see why and see if there is a way, we can support those coaches.

Officials in Wales - thanks to Tom Roberts for his continued support. We train officials around January so they can shadow for the season. We ask that every club has an official so they can support their own club events. New this year we have a Rules and Tech subgroup, so we can learn how to support the officials and the pathway.

Key focus this year was the activators course. Understanding what the course is, adapting the course to suit those in Wales. Carmarthenshire wanted to develop a passport for kids in Wales, we trained up teachers and sport centre staff, so they can deliver triathlon sessions. Then had a large school Gotri event at the end. We have adapted activators course and are developing a physical literacy course that will happen next year.

Volunteer database has been created so if an event needs extra support, we will put a call out and see who is available. We have created 2 new Facebook groups, one to engage in conversations between triathlon clubs and there are only 20 clubs in there at the moment. The second for volunteers so they can stay in touch with people they have met at events.

GE presented figures on events so far. The calendar is saturated now. WSS had a successful second year. Big thanks to the event organisers that put on the events included in the series. We try and change the events each year and make sure there is a spread across North and South Wales. For the 2020 series we have gained coverage from S4C again.

For the National Championships, we are trying to create a pathway from Welsh National Champs to going to British Championships. Tim Tri Cymru was trialled this year as a way to represent Wales at a British level. This will be continuing next year for both sprint and standard distances.

Tristar series is going through a consultation period at the moment. With performance focus changed to Aquathlons and looking at regionalising competition to ease accessibility. But this year there were 37 opportunities for children to take part in multisport.



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## Presentation of Annual awards

AJ introduced each award and spoke about the recipients. PT presented the Volunteer awards 2019

- Participation Coach of the Year - Nathan Miles who was presented his award on level 2 coaching course
- Children's Coach of the Year - Ross Hoskins "I just love it, there is nothing I would rather do on a wet Sunday morning"
- Official of the Year - Phil Kethro "Thank you to my wife that shoves me out the door of the early morning and doesn't have an issue with it and Tom for helping me to get where I am"
- Volunteer of the Year - Simon Phillips "There is load more to be done. 70% novice at the first swim for the charity raising over £4000. We are also having heart screening for 100 people. Selling swim hats for £5 to go towards the charity pot if anyone wants one"
- Club Event of the Year - Tata Steelman Darren Vaughan
- Commercial event of the year- Cardiff Triathlon. Thank you so much for this award. It is a huge honour and a privilege to be given the Commercial Event of the Year for the Cardiff Triathlon for the second time. We're really sorry that we couldn't be there in person to collect the award. We're really looking forward to continuing our close working relationship with Welsh Triathlon in 2020 and beyond. All the best and we'll see you soon
- Club of the Year - Pembrokeshire Triathlon Club - Sarah Winter "Club is more than just one person. I couldn't do it without the volunteers."
- GOTRI Organiser of the Year - Cardiff University Triathlon Club. "Thank you to Steph for helping the sort the events out. Have around 50 club members that support the events."

## Finance Report

JB introduced what we will look at.

Income this year is just under half a million, 25% increase year on year. Sport Wales funding, membership, events, coaching courses. Huge leap year on year in our income Expenditure in a similar growth, a lot is on salary and delivery.

Thanks to WT employees for taking control of their budgets and delivering against them. This develops confidence, especially for Sport Wales. Thank you to members as the half a million would not cover everything that you do additionally.

Where we are investing - Employed and volunteer work force. Performance pathway improve the Board and therefore as a company.

Looking forward- Sport Wales investment, we need to make sure we have the work stream to ensure their income. We are also looking at other partnership opportunities.

## Open Forum



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CEO BL - It is a privilege to be quiet today and let the Staff and Board lead the way. Thank you to the Board for all you do. Thank you to the Chair. Thank you to the Staff - they do a lot with limited resources. And finally thank you to the Membership and Volunteers.

PT opened the floor to questions explaining we are constantly keen to listen to you and evaluate what we are doing and improve everything.

Question from the floor - When will the club sparks be coming into place?  
Response - SE you will receive information next week about this.

Ray Morgan - I deal with a lot of NGBs, Welsh Triathlon are always on the end of the phone, they always support us. They will do anything. At Bala those that were doing the Swim Wales event asked if Welsh Triathlon could run the whole event.

PT Closing Remarks

Thank you so much for coming along today. Please engage with the staff and board members. Safe journey home, have a great Christmas and New Year.

Closing - There is large amount of work that goes on behind the scenes. We are always looking to learn. We have grown beyond all recognition; we need to make sure we are financial sustainable.