

2020 Annual General Meeting Minutes



Date: 23 November 2020
Time: 7pm
Venue: Virtual via Zoom

Attendees

David Auchie	David Horne	Duncan Macrae	Richard Pearson
David Bond	Justin Hutton-Penman	Sean Martin	Jack Peasgood
Morven Bruce	David Innes	Elise Methven	Calum Reid
Gavin Calder	Bill Irvine	Nicky Miller	Penny Rother
Dougie Cameron	Bill James	Andy Milne	Andy Salmon
Dennis Chalmers	Lynne Lauder	Billy Mitchell	Pamela Sneddon
Nobby Clark	Beverley Lewis	Rob Mitchell	David Stewart
Patsy Craig	Jim Lockhart	Catriona Morrison	Rebecca Trengove
Gordon Crawford	Julia Loecherbach	Robert Myler	Paul Wedlock
David Duffy	Giles Lomax	Peter Ness	Duncan Wood
Diane Ford	Fiona Lothian	Robert Ovens	Louise Wright
Sandy Hodge	Kevin MacArthur	Craigie-Lee Paterson	

Apologies

Kim Atkinson
Stewart Harris
Jack Maitland

1. Welcome and apologies

Dougie Cameron, Triathlon Scotland Chair, welcomed all to the meeting and went through some points of housekeeping.

2. Introduction - Dougie Cameron, Chair Triathlon Scotland

2020 has been a year unlike any other. When we met at the AGM last year, Coronavirus had already started its march across the world. Adapting to virtual training, clubs have managed to overcome most obstacles, but event organisers have really suffered.

Although there are many people that deserve a mention, there are two that deserve a special mention. The first is Marc Austin who is Scotland's first Commonwealth Games medallist, but has had to retire due to health reasons. He does however remain in the sport, inspiring others. The second is James Harrison who was tragically killed in an cycling accident this year. It's always sad to hear that we have lost one of our own and our thoughts are still with his family and all that knew him.

The 2020 Triathlon Scotland Award winners were read out. More information on the winners can be found on the Triathlon Scotland website.

3. Approval of the minutes of the AGM held on 24 November 2019

The minutes of the last AGM were approved by proxy vote ahead of the AGM with 12 voting for and 4 choosing to abstain.

4. Matters arising from 2019 minutes

One member raised the following matter prior to the AGM:

Due to Covid the introduction of the new age group categories and no prize money has not been tested. It was noted in previous events where prize money was available the standard of those chasing over all titles was high due to the prize money on offer which for a struggling pro or young elite is a significant motivator. It is too early to establish if this has worked. There was a Performance Director appointed how is the success of this role measured, what are the KPI's so as members we understand the success that is being generated. It would be good to understand how others within the performance side of TS are measured, what does success look like?

Dougie Cameron answered these questions with the following.

The decision to remove the prize money from Championship events and to move to new age group categories was made to align with the other home nations. The decision will be reviewed after the Championship events are back on our calendar.

There are no KPIs associated with Directors as the role of a Director is strategic and it is expected that they would check and challenge the staff and their KPIs. We are currently undergoing a review of the governance of the board and as part of this we are updating the board's roles and responsibilities. The board have completed a skills matrix with a future plan for board member review and appraisal. Performance, alongside every other area of the business, is measured by achieving the objectives of the business plan. High level targets

are agreed with sportscotland and Triathlon Scotland reports to sportscotland at 6 and 12 months. All staff go through a rolling appraisal.

5. Triathlon Scotland annual review - Louise Wright, interim CEO

Louise Wright, Triathlon Scotland interim CEO, gave the Triathlon Scotland annual review.

Louise noted the following challenges going forward:

- Return to participation and competitive events. There is a 200 person limit currently for events. In 2019, Triathlon Scotland saw only 16 events with more than 200 participants, but this made up 38% of our race starts
- Membership retention. This year, membership has decreased from 2972 to 2332 members.
- Club member retention.
- Reduction in participation of underrepresented groups.
- Performance athlete retention.
- Commercial opportunities.

6. British Triathlon update - Andy Salmon, CEO

Andy Salmon, British Triathlon CEO, gave a British Triathlon update.

Real progress has been made towards collaboration between British Triathlon, Triathlon Scotland and Welsh Triathlon in most business areas. Andy extended his thanks to Louise, her team and the board of Triathlon Scotland for driving the collaboration.

2019/2020 saw a strong financial performance with a surplus of £414k which was used to recover reserves. There has also been an improved commercial performance which took some tough decision but has put them in good stead. British Triathlon have been working on an investment presentation for funding from UK Sport. It looks likely to be in the form of annual investment instead of the normal four year investment due to Covid.

Preparation in 2019 for Tokyo was a huge amount of work and this proved worthwhile with good results from the test event last year.

British Triathlon's focus is not on the following:

- Return to training
- Return to play
- Improving the Triathlon family - things have never been as good as they are now between the home nations
- More of the front foot mindset from the British Triathlon and Triathlon England board. There have been a small number of redundancies to allow British Triathlon to invest in different areas of the business.
- AJ Bell WTS Leeds 2021 - first world paratriathlon series race in the UK
- International relations. World Triathlon Congress will take place this weekend and Britain have 8 candidates for positions available.

7. Resolution - review of relationship between the sport, Triathlon Scotland and sportscotland

The following resolution was proposed by Paul McGreal with support from members:

Should this AGM instruct the Triathlon Scotland Board to review and consider if the relationship between the sport, Triathlon Scotland and Sport Scotland is fit for purpose in terms of the ability to challenge and question Sport Scotland, and adequately represent the sport of triathlon in all circumstances?

The Board should then publish its findings. If the Board considers that this relationship can be improved, the Board should propose and implement solutions, working with other sports and Governing Bodies if required, before the 2021 Triathlon Scotland AGM.

Triathlon Scotland responded as follows:

sportscotland is a key funder, but Triathlon Scotland feels that there can be challenge where necessary. Triathlon Scotland, working with other Scottish Governing Bodies, will look at how the relationship can be challenged.

By the next AGM, Triathlon Scotland will have looked into this and put together an action plan, aiming to be as transparent as possible.

8. Financial report and Annual Accounts for 2019-2020

Duncan Macrae, Triathlon Scotland Finance Director gave a summary of the 2019/2020 financial year.

The finances are displayed in the same format as previous years and these figures are up to 31 March 2020. The year ended with an unplanned surplus due to some staff vacancies.

Triathlon Scotland is 64% public funded and the investment from sportscotland was shown.

A graph was shown to compare income, expenditure, reserves which shows stable finances over the years. The income and expenditure for the year was also shown.

After finishing his term on the board, Duncan is stepping down from the board due to lack of time to commit. He noted that he has thoroughly enjoyed his time on the board and complimented the board and staff.

9. Directors

- Re-election of the Age Group Director

Penny Rother has finished her first term on the board and is looking to be re-elected for a second. The board unanimously voted to ask Penny for her second term and the membership voted to keep her with 13 votes for and 3 abstentions.

- Introduction of the Finance Director

Jim Lockhart has been selected through an interview process to join the Triathlon Scotland board as Finance Director.

Jim gave a brief background of himself. Jim is currently a partner in the firm Armstrong Watson. He's been involved in triathlon for 7 years and is a member of Glasgow Triathlon Club. He's looking forward to giving something back to the sport that both he and his family enjoy.

10. A.O.C.B

Triathlon Scotland partners shown and thanks given to all the partners.

The following AOCB was submitted prior to the AGM:

Where does Triathlon Scotland stand on an event organiser issuing a life time ban (and therefore banning that member from qualifying events for Europeans and Worlds) when that individual has not broken any BTF nor Triathlon Scotland rules, nor any Consumer Protection law?

David Duffy and Nicky Miller spoke to their AOCB question. David Duffy and Nicky Miller have been banned by an event organiser without breaking any rules. Triathlon Scotland members can't influence how British Triathlon deal with life bans, they can only press Triathlon Scotland to take matters forward. They raised concerns about the ability of event organisers to ban Triathlon Scotland members without any investigation, despite having done nothing wrong, not breaking any British Triathlon rules.

British Triathlon's response:

Covid 19 disrupted our lives and legally it has become unclear whether Covid 19 falls under force majeure. British Triathlon has no jurisdiction over event organisers, but if there were a significant number of complaints then British Triathlon may investigate, but this is not the case here. British Triathlon don't have finite resources and cannot investigate every complaint.

British Triathlon believe that any qualifying event should be open to all without any ban and would not expect to see any lifetime ban unless there has been a serious incident such as physical or verbal abuse.

Triathlon Scotland's response:

The board are happy to look into this and Lynne Lauder was happy to be involved in any mediation and discussions with the event organiser. Louise Wright will pass the question on through the club network to establish whether anyone else has had a similar experience.

Dougie Cameron extended his thanks to everyone for attending and for being members.

Gavin Calder thanked to Dougie Cameron.