

2019 Annual General Meeting Minutes



Date: 24 November 2019
Time: 11.30am
Venue: Carnegie Conference Centre, Dunfermline

Attendees

| | | | |
|-----------------|-------------------|----------------------|-------------------|
| David Anderson | Jane Askey | Anne Davies | Brian Devlin |
| Violet Devlin | Julia Loecherbach | John Lunn | Kevin MacArthur |
| Drew Matheson | Derek McDonald | Bob Newton | Marius Pelsler |
| Andy Redman | Patrick Schrempf | Barbara Sweeney | Bruce Tait |
| Mike Talbot | Rebecca Trengove | Duncan Wood | Andy Miller |
| Neil Anderson | Sandra Stewart | Charlotte Wallace | Andy Milne |
| Linda McLean | Bob Newton | Tamsin Law | Alan Dickie |
| Anja Powell | Emma Deans | Mike Talbot | Miriam Veenhuizen |
| Dave Smith | Nick Oswald | Sandy Hodge | Francis Nicol |
| Barbara Sweeney | Rosemary Lowne | Fiona McNee | Jane Moncrieff |
| Pamela Sneddon | Patsy Craig | Craigie-Lee Paterson | Fiona Lothian |
| Sean Martin | Morven Bruce | Calum Reid | Mark Turner |
| Elise Methven | Dougie Cameron | Duncan Macrae | Lynne Lauder |
| Penny Rother | Rebecca Trengove | Andy Salmon | |

Apologies

| | | | |
|-----------------|--------------------|---------------|---------------|
| Neil Clark | Sue Clark | Mike Brown | Jack Maitland |
| Gordon Crawford | Louisa Middleditch | Lorna Todd | Jill McIntyre |
| Rob Mitchell | Gavin Calder | Victoria Park | Jack Peasgood |

1. & 2. Welcome, Apologies & Introduction

Dougie Cameron, Triathlon Scotland Chair, welcomed all to the Carnegie Conference Centre in Dunfermline after two years at Caledonian University in Glasgow. Printed copies of Triathlon Scotland's four-year strategy were available on each of the tables for members to view and this is also available on the website. Some of the main points of focus are to be less reliant on public funding, more member focused and to encourage more young people, women and people with a less affluent background.

People are what makes triathlon successful and without volunteers our sport wouldn't be what it is today. The board extended their thanks to Jill McIntyre, Welfare Director, Tony Stanger, Performance Director, and Justine Allen, Coaching Development Director, who all stepped down from the board this year. They also extended their thanks to athletes from club level, age-group to elite and special recognition should go to:

- Erin Wallace - 5th Junior at the European and World Championships
- Grant Sheldon - 3rd at two World Triathlon Series races

- Beth Potter - European Triathlon Champion
- Penny Rother, Age Group Director - Age Group winner at Ironman Wales and qualification for Kona 2020

3. Approval of the Minutes of the AGM held on 25 November 2018

The minutes of the 2018 AGM were approved by Linda McLean and seconded by Drew Matheson.

4. Matters Arising from the 2018 Minutes

There were no matters arising from the 2018 minutes.

5. Triathlon Scotland 2018-2019 Annual Review

Jane Moncrieff's, Triathlon Scotland CEO, annual review...

Welcome everyone and thanks for coming to this year's AGM. Hopefully you like our new venue and you all got here ok. We are always keen to try out new locations and so keen to get your feedback on Carnegie.

I am going to keep this relatively brief as its been such a super-fast year that I am still trying to work out how we got to November again! Last year we changed the way we report in our Annual Report and have agreed that rather than a retrospective look back to the previous year (struggle to remember what happened) we will report on the current year. Similar to this year we will send it out in January to give you some New Year reading and inspiration!

After last year's busyness and success with Commonwealth Games and the inaugural European Championships (incidentally will be in Munich in 2022 and will again include Triathlon) along with the development of a new 4 year strategic plan it always felt like a relief to get into 2019 with only core business to focus on and to regain a bit of stability and calm!

I guess we can but dream of that as the year charged through with the usual number of unexpected curve balls to keep us on our toes!

I would like to extend a big thank you to sportscotland who continue to support what we do and, in this climate, even increased our funding a tiny bit which is definitely a positive sign that we are going in the right direction. Also, thanks to the Lottery and those who support it as we celebrated 25 years of lottery support in Sport. Play video to demonstrate all the athletes that this has supported.

The early part of the year saw the launch of the new membership packages - the main change being the introduction of a three tier option, the Essential membership (aimed at those training but not racing), core being similar to what existed before and the ultimate membership primarily aimed at coaches, Those racing abroad and age group athletes. The success of this package across the UK has been better than expected and in Scotland we have around 10% of our members with this membership option. We have been working hard with BTF around further membership benefits and are delighted to have secured the Volvo deal this year and a number of others. Hopefully you are all aware of these benefits and make use of them where you can. Overall our membership growth has slowed a bit from

past years being around 12% to a much more modest 6% this year. We will continue to look at how we make our membership options relevant for people - your feedback on this is always welcomed!

Thanks to everyone who completed a membership survey this year - we have had a great response with lots of meaty comments to read. Unfortunately I haven't been able to have a proper look at what you have said but we will pull it together by the end of the year and feedback via "you said we did" in the new year any changes or developments we decide to make based on your feedback.

We were sad this year to lose quite a few big events notably Ironman, Strathclyde Park festival, Craggy Island, old favourites such as Cairngorm Adventure Tri but also welcomed a host of new such as Foxlake Triathlon, Beltie standard & middle, Duke standard and a number of others. The overall effect of losing some of the bigger events means our participation numbers are slightly down on last year which was a bumper year!

Event development and support remains an important part of what we do and events for next year look exciting and broad ranging with lots of races that appeal to a wide range of people which is what we are aiming to do. A huge thanks to all our event organisers, new and existing who put in such a great effort to give everyone a great day out! The challenges of putting on races don't get any easier and making them financially viable is getting harder. Keeping it simple, making them safe and fun and doing something a bit different is the order of the day! Encouraging to see more race organisers thinking about how to make races more environmentally friendly too and I think this will be a theme going forward as we test out new ways to do this.

It was great to get live TV coverage at Foxlake Triathlon this year with the BBC Adventure show and talks are already under way about featuring more triathlon in next year's series.

We have had quite a few staff changes this year which is inevitable in a small team. It was the end of an era for Gemma Simpson as she was about to celebrate 9 years with us until she moved on to pastures new. I want to give her a special thanks as she has contributed and helped to move the organisation forward in so many ways! Gemma and myself can still remember fondly the days of our office in the café before we embarked on the brave world of social media and video content! She didn't escape as quickly as she planned though and kindly had her arm twisted to work one day a week with us to help us through today and to get our Annual report done!

We will be replacing her role shortly but want to take the opportunity to fully review where we are and what we need next! Welcome to Sean this year too who has been the face behind all of our forward-facing comms and welcome back to Craigie-Lee who left us in January and has returned to a new role with us in the last few weeks.

We also restructured our development team this year - all three of them - and welcomed Victoria Park to the team. The new structure is working well with less of a focus on geographic split and more on roles and responsibilities. Lots of good work being done to both help and support clubs better as well as work developing our changing lives agenda. This has become more of a focus across sport directed and Scottish Gov as a way to proactively consider how we reach those that are not engaging in activity at all. With our Go Tri products and our ability to flex and adapt how we do things triathlon can certainly have an impact - resource is a challenge as we try and work from one end of a very broad pathway to another but small changes are what we are looking at. If you are planning to stay for the second half of the day, we have a panel of people to interview who will be telling us how triathlon has impacted on their lives in one way or another.

We welcomed Mark Turner as our new Lead performance Coach from Oz and Jack Peasgood as our Academy coach whilst saying bye to Susie Benson our coach development Manager. So it's been a fair

bit of chopping and changing and hopefully we will have full staff complement again at the beginning of the year to get us back on track.

As ever our staff are our most important asset and so a big thanks to all of them once again for going above and beyond to get things done particularly when we are short staffed.

Last year we welcomed Rob Mitchell to our Board as our Commercial Director. Rob has played a very valuable role working with BTF Commercial team and ensuring Scotland is on the radar as well as making some warm and ongoing relationships for TS which hopefully will reap some rewards over the coming months. I would just like to say a big thank you to Gallaghers one of the biggest insurance companies in the world who have supported our awards today. Hopefully this is the start of a developing relationship and we will continue to work with them for mutual benefit.

After many years we parted company with our Ranking Series sponsor Legends (thanks Nick for being here) and were delighted to welcome You Can Sport the Coull trio (Graham, Craig and Gregg) into the fold. YCS fit very well with our philosophies of changing lives through sport and leading healthy active lives. Thanks for your support this year YCS and we look forward to working with you again next year.

I also want to say a big thank you to Bob Newton who continues to provide us with guidance and support in our event permitting process.

Once again thanks to everyone for their support over the last year and we look forward to more exciting progress and developments in 2020.

6. British Triathlon update

Andy Salmon, British Triathlon CEO, asked the members to recognise the Board who put lots of time and effort into making the sport happen. British Triathlon and the Home Nations are working together more than ever before and the deal with Volvo is a good example of where a deal brokered with British Triathlon can filter down to the Home Nations. Home Nation board members sit on committees to promote collaborative working - Penny Rother sits on the Age Group committee and Rob Mitchell sits on the Commercial committee.

When Andy Salmon joined British Triathlon two years ago, the purpose of the Triathlon Trust was unclear. There are now clear guidelines of what the Trust does and each Home Nation has a member as a trustee. Andy Salmon asked members to consider contributing to the Triathlon Trust.

Two of the main purposes of British Triathlon are to deliver major events and to have high performance athletes.

Leeds World Series Triathlon is not only an event for elites, but also a way to raise the profile of the sport in Britain with 80,000+ spectators and with is being shown in nearly 200 countries. The GO Tri event was made up of 64% of women.

The Nottingham Team Relay was changed to a duathlon after biblical rain made it unsafe to swim. Again, this was viewed in nearly 200 countries and had 10,000+ spectators. A great event from grassroots to elite.

The Big Weekend gave upcoming juniors the opportunity to race in elite competition.

British Triathlon are looking to hold a World Para Series event in 2020. Para athletes are hugely inspirational and this is one of the reasons why holding an event is so important to British Triathlon.

British Triathlon performance athletes have had a great year. Andy Salmon was lucky enough to travel out to Tokyo for the test event. The British team were very prepared which was encouraging to see. The para event had to be changed to a duathlon due to the quality of the water, but the athletes stepped up and performed amazingly.

Age Group athletes are phenomenal! There were 2,904 age group athletes in 2019 and they brought home 504 medals. British Triathlon challenge the ITU to keep costs as low as possible to help support Age Group athletes.

British Triathlon's funding for increasing the number of people introduced to triathlon (GO Tri initiative) saw a 50% increase this year.

7. Change to the Scottish Championships prize money and age groups

Triathlon Scotland are making a positive change to the Scottish Championships. The age groups are not in line with Triathlon England and Welsh Triathlon, so Triathlon Scotland will be moving to 5 year age groups in 2020. This will cost more, so Triathlon Scotland will be unable to offer prize money. Currently only a few benefit from the prize money, but with more age groups Triathlon Scotland can recognise more members achievements. Members were happy with the proposed changes and there were no questions.

8. Financial Report and Approval of the Annual Accounts for 2018-2019

Duncan Macrae, Finance Director, presented the accounts to the AGM. The accounts are very simple for the 2018-2019 financial year as the income and expenditure match. Reserves remain at about £140,000 in case there is a need for additional money. Duncan Macrae extended his thanks to sportscotland for their continued support.

The income was down slightly last year due to a reduction in event levies and coaching income. The AGM was shown where Triathlon Scotland's income comes from and how expenditure is split. The financial challenges for the organisation include an unknown political landscape, stronger focus on Governing Bodies to decrease their dependency on public funding and increased pressure on the health agenda.

9. Directors

Dougie Cameron commented that it's always a pleasure to welcome new members to the board. There are two types of directors - those that are elected and those that are appointed. Both are subject to an advert and recruitment process.

- **Introduction of Performance Director**

Louise Wright has been appointed as the Performance Director. There was a great response to the advert and a great quality of candidate. Louise Wright has 14 years-experience working in High Performance Sport across a range of organisations and governing bodies. This includes the Scottish Institute of Sport, English Institute of Sport, British Swimming, British Diving and Scottish Rugby. She has experience at the highest level of performance sport having attended world championships, the 2014 and 2018 Commonwealth Games with Team Scotland and the 2016 Olympic Games with Team GB in support service roles.

- **Election of Welfare Director**

Rebecca Trengove is the Triathlon Scotland Board's choice for election as the Welfare Director. This position is to ensure that everyone is well, happy and enjoying our sport. Rebecca joined East Fife Triathlon Club after taking part in a GO Tri event and has experience of volunteering at sports and school events. As her day job, she is Director of Marketing and Communication at the University of Dundee so will be able to use her knowledge to help raise the profile of the sport. Rebecca feels there is work to be done to make the sport more diverse.

With a show of hands from members in the AGM, Rebecca Trengove was elected as the Welfare Director.

10. A.O.C.B.

There was no AOCB raised.

Dougie Cameron extended his personal thanks to the Board, CEO, staff, members, club committees, club members, coaches, marshals, volunteers and TOs.