

# 2021 Annual General Meeting

## Minutes



**Date:** 22 November 2021  
**Time:** 7.00pm  
**Venue:** Virtual

**Attendees:** see [Appendix 1](#)

**Apologies:** Barry Davie, Ciara Webb

### 1. Welcome and apologies

Dougie Cameron welcomed all to the meeting and noted the above apologies.

### 2. Introduction - Dougie Cameron, Chair Triathlon Scotland

2021, although different to 2020, has been pretty unique and thankfully the sport has seen the green shoots of recovery. Standing on the beach at Lochore was very emotional as it felt like first steps back from reality. Also unique this year was the delayed Olympics and Paralympics. The Mixed Team Relay was a spectacular showcase of our sport and the performance is something everyone in Great Britain should be proud of.

Great to see Alison Peasgood's performances again after a tough year trying to qualify. She has been one of our most consistent performers in recent years.

We had world class performances from Beth Potter and George Goodwin and incredible breakthrough performances from Sophia Green and Cameron Main. Across our whole performance pathway we saw performances and athletes we should all be incredibly proud of.

We also celebrate the heroes of our sport, all the volunteers and technical officials who keep our sport running. The Coaches and athletes that inspire the next generation and the clubs and events that give us a home. For all its uniqueness, 2021 has given us great room for optimism.

The Board and Louise have guided us through the year and left us in good financial shape which wasn't assured.

Cat Morrison has been appointed as team manager for Birmingham 2022.

### 3. Approval of the minutes of the AGM held on 23 November 2020

David Duffy and Nicky Miller highlighted that comments they made re item 10 in the 2020 AGM minutes have not been included. Item 10 should have included that Triathlon Scotland members can't influence how British Triathlon deal with life bans, they can only press Triathlon Scotland to take matters forward. They had 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. David Duffy and Nicky Miller were banned by an event organiser without breaking any rules.

Minutes approved with the above comments inserted.

#### **4. Matters arising from 2020 minutes**

David Duffy asked for an explanation of what they have done to ensure event organisers cannot issue life bans to Triathlon Scotland members.

Triathlon Scotland has sought legal advice and can't prevent event organisers from banning members.

Triathlon Scotland is working with British Triathlon to create a code of conduct for event organisers and will continue to consult with our members about this. Triathlon Scotland hasn't made the progress it would have liked to have by this point, but it is on the work plan.

David Duffy and Nicky Miller have worked with Louise Wright and Gavin Calder and feel disheartened that nothing has yet been done. Triathlon Scotland should protect members from being treated unfairly. British Triathlon indicated at the last AGM that they weren't interested in taking this forward and have permitted Southport as a qualifier again this year. David Duffy would like a timeline from Triathlon Scotland

Nicky Miller raised claims of bullying by an event organiser through Triathlon England and this is not being looked into as it doesn't fall into safeguarding policy as Nicky Miller it has been assumed that he is a competent adult, although no-one has assessed his fitness. Complaint policy doesn't extend to event organisers. No-one has asked how he is and there is a concern for lack of welfare. The AGM is the only opportunity to speak to the other members of the Triathlon Scotland membership. Nicky Miller is part of an organisation that he doesn't feel protected by. This matter will be taken offline.

David Duffy can't raise anything with British Triathlon and Triathlon England.

David Duffy and Nicky Miller would like it completed by the next AGM.

#### **5. Triathlon Scotland annual review - Louise Wright, CEO**

2021 saw a very welcome return to swim, bike, run activity.

The Tokyo Olympics and Paralympics showcased on the world stage how incredible our sport is. A massive congratulations to all the GB triathletes for their performance and success, as well as to Andy Salmon and Mike Cavendish and all the team at British Triathlon on their success. A specific mention to Alison Peasgood and guide Nikki Bartlett on their 4th place finish at the Paralympic Games. Triathlon Scotland hopes that these results and performances will inspire people to swim, bike, run across every generation as well as inspiring a new generation.

It is important to recognise the work behind the scenes which supports performances. This applies to 2021, more so than ever, and a thank you to the Triathlon Scotland Performance Team, led by Fiona Lothian with Jack Peasgood, Fergus Roberts and Craigie-Lee Paterson alongside our centre and support coaches for navigating and implementing ever changing guidelines alongside the challenge of facility access to ensure our athletes were able to train throughout the year.

2021 saw some fantastic results for Scottish Athletes on the world stage. Key highlights of 2021 and congratulations to Alison Peasgood for her 3rd place at the World Triathlon Paratriathlon World Championships; Beth Potter had a great season with notable mentions for her two 7th places at the World Triathlon Championship Series in Abu Dhabi and Leeds; 2021 saw first podium finishes for Sophia Green and Cameron Main at European Triathlon Cups. Triathlon Scotland athletes had further success at the School Games, wins for the mixed relay team and Struan Bennet in the individual, alongside some fantastic individual results. Further congratulations to Struan Bennett and Alex Robbin for winning their age group at British Superseries. 2021 also saw success for our Scottish Long-Distance athletes, congratulations to George Goodwin for his win at the Ironman 70.3 European Championships, and to Nikki Bartlett and David MacNamee for their podium finishes at Ironman UK and Germany respectively. Congratulations to all athletes, from the performance squads, to the age-group athletes and the long-distance athletes on their 2021 season we very much look forward to 2022.

As we look towards 2022, momentum is building towards the Commonwealth Games in Birmingham in the summer. We hope to increase awareness and interest in swim, bike, run as we move towards the games. Triathlon Scotland are delighted with the appointments of Catriona Morrison as Team Manager and Crawford Whyte as Lead Coach who bring depth of knowledge to these roles, our athletes are currently working hard to achieve the selection criteria for the Commonwealth Games.

Thank you to sportscotland and the continued support and invaluable expertise of the Scottish Institute of Sport. Thank you to our partner University of Stirling. As we look towards 2022, we are excited by a new 3-way partnership between Triathlon Scotland, the University of Stirling and British Triathlon. This partnership, which is based on shared values and ambition between the three partners, will see the centre in Stirling established as a British Triathlon Pathway Centre. In 2022, we will also look forward to the launch of a new Performance Strategy.

Our clubs are one of the foundations of participation in our sport. A massive thank you to all the volunteers in clubs who have been instrumental in the return of club activity in Scotland in 2021. The important role our clubs have played in providing individuals with a community during the challenges of 2021.

We are fully aware of the continued challenges clubs are faced with from: facility access; capacity at sessions; coach availability and wellbeing; and the number of volunteers. 2021 has seen some clubs thrive, with restrictions on new members due to clubs operating at full capacity with oversubscription of sessions to other clubs struggling due to the aforementioned challenges.

Our clubs and coaches remain a key focus of Triathlon Scotland, and we aim to continue to provide the support offered throughout 2021, to help to continue to facilitate increased return to activity.

Thank you to the Triathlon Scotland team, for again supporting, navigating and facilitating return to activity for clubs, and providing guidance to President and officer gatherings throughout 2021.

2021, saw the departure of Calum Reid as Development Manager after 7 ½ years. A massive thank you to Calum for all his hard work at Triathlon Scotland over the years. Giles Lomax has stepped up from Coach Developer to Interim Participation Manager, and is doing a fantastic job in this role, which will go to recruitment in the New Year. Thank you also to Elise and Victoria for all their work supporting clubs and community throughout 2021.

We recognise the importance of the development of individuals involved in our sport for the continued growth of our sport and the role our courses play in this. Patsy Craig has stepped up into an enhanced interim role at Education and Workforce Lead, and is also doing a fantastic job in this role.

Giles Lomax, has supported the performance coaches in a Coach Developer capacity. Appointment of a number of high-quality coach developers to work with coaches in the Triathlon Scotland Pathway.

A personal highlight for myself was attending a Saturday morning run session with Montrose Triathlon Club with local MSP Mairi Gougeon. It was a true example, that swim, bike, run is accessible to all with a mixture of all abilities and all ages at the session. Community and the importance of the club in supporting individuals throughout 2021 was very impressive. As we approach 2022, I hope to visit more club sessions across the country.

It was fantastic to see a return to a fuller calendar of events in 2021 with 30 events being delivered across Scotland. Events were allowed to resume in April but were faced with additional challenges of restrictions and facility access. Thank you to Morven Bruce and Craigie-Lee Paterson for their hard work to achieve a return to swim, bike, run activity within Scotland.

2021 kicked off with the Local Participation Series. A concept based on local no frills swim, bike, run activity for both those new and returning to the sport with 5 local participation events ran across the country. It was great to see the return of some of our iconic Scottish Events delivered by our Event Organisers with some new events added to our calendar in 2021 with further planned for 2022. It was hugely positive to see the return of Scottish Championship events with six Championships run in total in 2021. Congratulations to all our new 2021 Champions!

This year we ran the first ever Decathlon Lochore Aquathlon which hosted the British Triathlon Youth & Junior Super Series; an exciting new multi-race aquathlon format. The Triathlon Scotland team led by Morven Bruce delivered a fantastic event.

Unfortunately, 2021 saw fewer children's events on the calendar however Triathlon Scotland hosted a TriStar Race Day at Knockburn in July to ensure provision of a youth racing opportunity.

In 2022, we will continue to work with our events community to strive to deliver a full swim, bike, run calendar.

Membership saw a 6% growth from 2376 members on 1st November 2020 to 2517 members on 31st October 2021. Thank you to Pamela Sneddon for her continued work on membership alongside Business Operations and thank you to Sean Martin for his work on marketing and communications.

I would like to thank all our members new and returning for their support over the last year. Your support is invaluable to us, and is essential to help grow and develop our sport in Scotland.

We aim to provide value to our membership and in 2021 we ran a number of member-only benefits. These included: weekly work-outs, local participation series and open water week.

Thank you to our partners, Big Bobble Hats. We are delighted with our new design for 2021 and it was fantastic to see them worn in the community at events.

Thank you to our partners, Yonda, who have been our wetsuit and trisuit provider in 2021.

We have welcomed Decathlon as our 'Participation Partner'. Extremely excited by our new partnership which is based on similar values and aspirations to increase the accessibility of and participation in physical activity and sport to support people's mental health and wellbeing in a sustainable manner.

As we look to 2022, we welcome further change and evolution at Triathlon Scotland.

The board will see the appointment of three new specialised Director roles, in addition to a new Events Director with Lynne Lauder stepping down after 6 years. I would like to personally thank Lynne, alongside the rest of the board, for all their support over the last year.

The importance of physical activity, sport, community, a sense of purpose on mental and physical health and wellbeing has never been stronger. In 2022, Triathlon Scotland will continue to work with and support our community to increase the opportunities to access these benefits through the power of swim, bike, run and the positive impact they can have on people's lives.

## 6. Financial report and Annual Accounts for 2020-2021

These financial statements finished before any of the events happened over the summer.

Income	£586,838
Expenditure	£503,800
Operating surplus	£83,038
Reserves increased to	£263,165

Income and expenditure chart shown. Plans for the increased reserves over the next couple of years to invest in our sport.

Where our income comes from:

80%	sportscotland
14%	membership
6%	income generated by other activities we undertake such as events, development, coach education and sponsorship.

Expenditure goes to:

80%	administration (salaries, overheads)
11%	members

9%	is allocated to performance, events and coaching
----	--

It's been an incomparable year. Looking forward to having a more balanced year in 2022.

## **7. British Triathlon update - Andy Salmon, CEO**

Bill James, Chair of British Triathlon, is grateful to be included in the Home Nation AGMs and happy to continue to develop as part of the family. Working through the pandemic was complicated and difficult, but a point to hang onto was the collaboration between the Home Nations. Commonwealth Games is the pinnacle for athletes being able to race for their home countries.

This year was an Olympic year when we didn't expect it to be. It was a great moment when the mixed team relay won. It has had a fantastic reach in the UK and across the globe and speaks volumes for the gender equality within the sport. It wasn't all plain sailing with 600 horsepower of engines getting incredibly close to some athletes including our own and had the potential to be a disaster, but fortunately wasn't.

Georgia, having recovered from an horrific injury to make it to Tokyo, suffered a puncture but managed to stay upright in slippery conditions and run onto a silver medal.

It was fantastic to see Alison back on the podium this year. Both Fran and Alison finished in 4<sup>th</sup> place at the Paralympics. Hot favourite, Dave Ellis, snapped his chain early in the bike race making it a tough day for the team.

Fantastic news announced recently that the number of medals in Paralympics will go up from 8 to 11 in Paris.

Last year can't be reviewed without mentioning Covid. It threw down a number of challenges but it was an opportunity to work across the home nations to produce guidance across the differing restrictions to event organisers, coaches and participants.

AS internet was very patchy and decided to pause his update to let the meeting continue.

## **8. Directors' update**

Lynne Lauder is stepping down as Event Director. She has provided great support with her insight, knowledge and contacts. The board would like to thank Lynne for her contribution.

The Recruitment process is underway with the first set of interviews taking place tomorrow. Triathlon Scotland will be replacing Lynne as Events Director and recruiting HR, EDI and Marketing and Communications.

## **9. A.O.C.B**

Monique Duffy would like to be updated as to how the member concerns that were raised are dealt with. Dougie Cameron cannot make any promises before he has spoken with Nicky Miller and will get back to Monique.

Andrew Ross highlighted there is concern around the lack of club organised events, particularly pool events. What is Triathlon Scotland doing to support clubs?

Triathlon Scotland is working with clubs on this. There is still a level of concern from clubs in case there are new restrictions and what the ramifications would be. Clubs are being cautious and we are working with them to get back to pre-covid events, plus any new events they may run. There is a shortage of staff across the leisure industry which has had a knock-on effect for pool organisers on hiring out pools.

Bob Newton observed there has been a change in the dynamic of clubs over the last two years due to the effect the pandemic has had on participation and volunteering.

Dougie Cameron offered thanks to sportscotland who have supported us through the pandemic, and continued our funding and the National Lottery, who support the performance programme. Commercial sponsors with Big Bobble Hats, Yonda and Decathlon and all the partners shown.

Thanks to the staff, Technical Officials, clubs, volunteers, board, athletes, coaches and parents. Personal thanks to Louise Wright and the whole Triathlon Scotland board for their hard work.

Close of meeting

## Appendix 1: Attendees

First Name	Surname	Club name (if applicable)
Alastair	Campbell	
Andrew	Ross	Tribridges
Andy	Redman	Fleet Feet Triathletes
Andy	Salmon	BTF
Bill	James	BTF
Bob	Newton	Glasgow Triathlon Club
Catriona	Morrison	
Craigie-Lee	Paterson	
David	Duffy	G72 Tri
Donald	Smith	Western Isles Triathlon Club
Dougie	Cameron	
Elise	Methven	
Ewen	Sparks	East Fife Tri
Fergus	Roberts	
Fiona	Lothian	
Gavin	Calder	
Giles	Lomax	
Gordon	Crawford	Stirling Triathlon Club
Graham	Turnbull	Border Triathletes
Jack	Peasgood	
James	Streetley	
Jim	Lockhart	
Joel	Enoch	Edinburgh Triathletes
John	Whale	G72 Tri
Julia	Loecherbach	Stirling Triathlon Club
Kevin	MacArthur	Edinburgh#3
Kevin	Stirling	Montrose triathlon club
Louise	Wright	
Lynne	Lauder	
Martin	Jones	G72 Tri
Mike	Talbot	Montrose triathlon club
Monique	Duffy	G72 Tri
Morven	Bruce	
Nicky	Miller	G72 Tri
Pamela	Sneddon	
Patsy	Craig	
Paul	McGreal	Border Triathletes
Penny	Rother	Edinburgh RC
Rebecca	Trengove	
Richard	Pearson	
Rob	Mitchell	
Roger	Smith	



Sean	Martin	
Victoria	Park	
Beverley	Lewis	Welsh Triathlon