



**Minutes of Triathlon New Zealand Incorporated
Annual General Meeting**

Date: 28 September 2015

Time: 6.15 pm

Location: Sport Central
Mt Eden
Auckland

Present: Stephen Bradley, Graham Perks, Craig Waugh, Anna Russell, Jen Gregory, Robyn Fletcher, Graeme Maw, Andrew Eade, Julie Woodley, Richard Palmer, Stuart Dwight, David Brewis, Mike Ramsay, Nick Kearney, Geoff Holmes, Stephen Farrell, Bruce Chambers (ONZM & Life Member), Garth Barfoot (MNZM), Paul Heron, Judy Barfoot, Lynley Twyman, Julie Monaghan, Rob Wills

Apologies: Andrew Dewhurst, Terry Sheldrake (MNZM & Life Member), Arthur Klap, Jo Tisch, Tony Sangster, Ben Eiteilberg, Adrian Kitto, Maria Cleary, Shelley Higgins, Annaliese Cleary, Emma Mackie, Pamela Anderson, Andrew Martin, Carmel Hanly, Clarke Ellice, James Turner, John Hellemans, Kevin Loft, Peter Fitzsimmons (OBE, Patron & Life Member), Tom Pryde (MNZM & Life Member), Craig Render, Sam Warriner, Carol Hanwood, David Metcalf, Jonny Breen, Anthony Cowan, Dave Luga, Hamish Ross, Nicolo Oporto, Oliver Trengrove, Thomas Trengrove, Chris Wirjapranata, Hugh Wilkie, Theresa Knight, Tineke Stewart, Robert, Stewart, Melissa Fourie

Welcome:

Garry Boon welcomed all in attendance
The meeting was called to order 6.20pm.

Confirmation of Minutes of the 2014 Annual General meeting	
Matters Arising	<p>Moved that minutes (in the Annual Report) be accepted</p> <p>Moved: Graham Perks Seconded: Craig Waugh Carried</p>
President Report	
Garry Boon	<ul style="list-style-type: none"> • Tri NZ is still working towards the 2020 vision • Proposed amendments to the constitution to be discussed later in the meeting
CEO Report	
Craig Waugh	<p>High Performance</p> <ul style="list-style-type: none"> • This year for HP was the 2nd year of HP centralised programme. Moved from the forming to the storming phase and feel confident that we will enter the Norming phase in 2015/16 • HP results provided a lot of positive one offs, working toward 2020 and 2024, however it was inconsistent and affected by injury. <p>Sport Services</p> <ul style="list-style-type: none"> • The 2nd year of recalibrated sport services has shown a further \$100,000 reduction in operating costs • After two years of events before completely outsourced a review highlighted the need to bring the management of the Sovereign Tri Series back in-house this year. This is mainly due to the different requirements of NSO compared to a commercial event provider. Operational requirements for the Sov Tri Series remain outsourced under contract. • Auckland staff moved into Sport Central, resulting in significant cost saving, and collaboration with the other sporting bodies in Sport Central • Age Group and Coach Accreditation programmes are operating well. Further enhancements sought for the coach accreditation programme • Technical and Club programmes continue to develop

- 2015 brought new partnerships with Sovereign and Bike Barn
- Financial:
 - Sport Services deficit was \$193k (\$96k resulting from an accounting treatment)
 - High Performance deficit of \$53k.
 - Budget for 2015/16 is near to break even

2016 Opportunities and Challenges

- Community Director – Welcome Anna Russell who's focus will be collaborating with clubs, coaches, event communities, NSO's, RST's around the sport of Triathlon
- Ongoing revenue issues – looking at membership and participation levies
- Secondary Schools Development – great partnership with College Sport and Active planned for Auckland
- HP – 3rd year of model, and will continue to consolidate
- SNZ and HPSNZ partnership reviews
- JTU partnership – benefits leading into Tokyo 2020 as a “home away from home”

Membership

- Following strong messages from last year's AGM, the value of membership has been reviewed and is to be re-introduce
- A number of actions given to the board following the 2014 AGM have been implemented
 - Community Director,
 - Tribe Mach II,
 - Review of marketplace and other membership systems
 - constitutional changes
 - membership benefits
- Board action for 2015/16
 - Voluntary membership this year of \$25 Adult and \$10 Junior
 - Moving to compulsory membership from 1st November 2016,
 - Implement 1 day race levies,
 - Improve sharing of data between event promoters, RST's, Clubs and School groups
- A review of other NSO memberships was completed indicating an average \$39 adult, \$21 for a child vs Tri NZ \$0
- Club affiliation average across other NSO's = \$252 vs Tri NZ \$100 Tri NZ affiliation cost hasn't changed in more than 12 years

Review of the marketplace

- The 2014/15 year showed while traditional club membership is decreasing there is increased participation in club run events
- Last year Tri NZ Sanctioned and Endorsed 24 events, with more than 39,000 participants
- The RST's last year owned, delivered and/or endorsed more than 100 events, with 24,000+ participants

TriBE Card

- A sample membership card and member benefits flyer was handed around, as an example of what could be produced with paid memberships
- This was met with generally positive comments

Craig concluded with the comments that although it has been a tough couple of years, Tri NZ is beginning to stabilise and we are working on programmes to make sure we remain stable.

Mike Ramsay:

“Can you comment on AG and HP Performance, less medals and podium results”?

Craig Waugh addressed the AG query, advising Tri NZ focus with AG is more on the athlete experience and not measured on the results. We have had record numbers travelling and applying for selection, even though travelling to World Champs is becoming more expensive.

Garry Boon noted the selection criteria has been relaxed over the years to increase participation, and to allow event organisers to cover costs.

Graeme Maw addressed HP performance, that there have been some clear “flashes of light” with Simone Ackermann, Sophie Corbidge and Tony Dodds but not enough consistency. Also racing is extremely competitive as in Chicago Mens final with the winners running faster 10k than the NZ 10K athletics national title. There has been a gap in the male arena, and we are now trying to catch up. This takes time. Other challenges include racing in a northern hemisphere season with the time spent abroad adding stress to the athletes, We have a big performance gap to make up which if done too quickly can lead to injury. The national junior series this year will help showcase new talent coming through

	<p>Bruce Chambers <i>"Where are the athletes lost to – other sports or due to cost"?</i></p> <p>Graeme Maw responded the current gap is not due to a shortage of cash, but a shortage of athletes, however the National Talent programme is starting to receive individual sporting champs coming through. Craig Waugh added although funding has dropped, the number of carded athletes has decreased due to increased standards, agreeing that money is not causing the gap</p> <p>Stephen Farrell commented the current coach structure costs coaches and athletes a lot personally which makes it tough.</p> <p>Bruce Chambers - <i>"how would membership fees be managed and collected"?</i></p> <p>Craig Waugh advised this is still to be worked through, there are lots of ideas and considering various partnerships. Will be communicated further in the future</p>
Consideration of Annual and Financial Report to June 2015	
	<p>Moved that the reports be taken as read and accepted</p> <p>Moved: Garry Boon Seconded: Bruce Chambers Carried</p>
Appointment of Auditor	
	<p>Moved that the board be authorised to appoint the Auditor as it sees fit.</p> <p>Moved: Garry Boon Seconded: Bruce Chambers Carried</p>
Appointment of Honorary Solicitor	
	<p>Garry Boon thanked Honorary Solicitor Tom Pryde for his continued commitment and work with Tri NZ. Tom sent apologies that he could not be at the meeting but agreed to accept nomination as Honorary Solicitor.</p> <p>Moved that Tom Pryde is re-appointed as Tri NZ's Honorary Solicitor for 2015/16</p> <p>Moved: Garry Boon Seconded: Rob Wills Carried</p>
Appointment of Patron	
	<p>Garry Boon thanked Patron, Peter Fitzsimmons for his continued commitment to Tri NZ. Moved that Peter Fitzsimmons be re-appointed as Tri NZ's Patron for 2014/2015.</p> <p>Bruce Chambers ONZM also acknowledged Peter Fitzsimmons and requested his contribution to Tri NZ and the sport be further noted</p> <p>Moved: Garry Boon Seconded: Graeme Maw Carried</p>
Board Nomination Update	
	<p>Graham Perks read the following notice, on behalf of Peter Fitzsimmons OBE:</p> <p>Note to members Annual Meeting 28 September 2015 Appointment of President & Vice President for the 2015-2016 year As a consequence of the constitutional changes relating to the terms of board members adopted at the 2014 Annual Meeting there were no election or appointment processes required in 2015.</p> <p>The Tri NZ Board Appointment Panel is required to arrange and election from within the ranks of the Board of the President and Vice President for each forthcoming year</p>

Expressions of interest from all board members were sought with the outcome being the election of Garry Boon as President and Arthur Klapp as Vice President for the 2015-2016 year.

Garry Boon acknowledged the Board Election panel – Paul Heron, Peter Fitzsimmons, Tom Pryde and thanked them for the contributions and guidance.

Special Business – Proposed Changes to Constitution

The following summarises the proposed amendments to the constitution

- Acknowledge the sport of Aquabike
- Require affiliated groups to charge of a non-member club event levy
- Amendment to the term “club” to recognise groups who deliver the sport eg traditional clubs, coaching businesses, schools, event promoters, social, community and affiliated groups of people
- Require sharing of information – to further grow and develop
- Coaching: require affiliated group coaches to become accredited, to ensure “fit for purpose” and demonstrating duty of care, meet obligations under Health and safety reform and ACC
- Changes to remove references to “fax”
- Changes to HP advisory group to provide clearly specified direction
- Amendments to the selection and appeal process, with an appointed ombudsman to remove any bias through the appeal process. Guidance taken from other sports to create a smoother more efficient process.

In here please copy the motion from the presentation.

Moved: Garry Boon

Seconded: Geoff Holmes

Objections: Mike Ramsay

Carried

Robust discussion followed regarding these changes.

Steven Farrell and Nick Kearney both questioned the requirement for all club coaches to be accredited. Does this include special swim coaches or one-off coaches? Is this an extreme measure to deal with a minor concern?

Garry Boon advised that under new H&S requirements, Tri NZ need to be 100 % confident of what we are affiliating in clubs and coaches and that they are fit for purpose

Nick Kearney requested if there was any data from ACC to support the claim that increased NK – Any info from ACC to prove that the increased injury cost is due to Triathlon (reference increased participation/vs decreased club numbers)? No

Craig Waugh confirmed we have to address the worst case scenario and make sure that we are providing duty of care to our members.

Stephen Farrell asked to see policy before voting on it constitutional changes?

Graham Perks and Bruce Chambers both noted that legislation is moving this way, and there is a need to be exercising care.

Graeme Maw posed the question who should take responsibility when something goes wrong?

Craig Waugh: The Intent is to get something into the constitution prior to H&S reform changes in April 2016, and then develop policies.

Nick Kearney questioned the “policing” of this, and how it will be monitored.

Garry Boon clarified timing, this is not going to be implemented overnight. This allows us to start having the conversation with clubs how to best set this standard. Groups are not obligated to become affiliated, but then Tri NZ are not liable. Tri NZ are working with Aon, to develop suitable coaching insurance

Nick Kearney concerned about cost of this additional insurance etc will be passed to clubs, who have little source of income as it is. Confirmed in future this is likely.

Stephen Farrell asked if other sports are adopting similar constitutional changes. Confirmed

Stephen Farrell asked if this motion can be withdrawn until policy is developed.

	<p>Garry Boon responded that it is the responsibility of the board to make changes to put practical measures in place to demonstrate duty of care. Concerns will be kept in mind when the board reviews, Graeme Maw supported this, confirming we want to promote the structure and business of accredited clubs and coaches.</p> <p>Mike Ramsay commented if there are to be changes to the constitution, you need to be very sure of what you were putting in, and feels there are multiple ways to read the amendments. Would like to suggest that all of the changes/specifics are in place before it gets voted on.</p> <p>Garry Boon acknowledged this, and commented that many legal documents are open to interpretation, however the policies will also address this.</p> <p>Mike Ramsay queried changes re clubs – currently people who are members of traditional clubs are the only ones who can go to World Champs. Doesn't agree that people who are not club members can go to World Champs, this is a benefit of belonging to a club.</p> <p>Graham Perks responded with the query how is it different for a person to become a member of a tri club to attend a world champs and not contribute to the club vs someone who contributes to a non-traditional club and the sport who can be selected for world champs</p> <p>Garry Boon advised that the requirement for a person to be a TriNZ member in order to enter Tri NZ National Champs is close to being implemented</p> <p>Bruce Chambers commented on constitutional changes, that suggests they are implemented, and then if a group believe it is not working, they can call a SGM to try and get things rectified.</p> <p>Garry Boon, Lynley Twyman agreed, and noted that next steps will be to engage stakeholders to work through the practicalities for those involved.</p> <p>Policies will be developed, that will sit in behind constitution</p>
Acknowledgments	
	<ul style="list-style-type: none"> • Hamish Carter – Inducted into ITU Triathlon Hall of Fame • Terry Sheldrake – Queens Birthday Honours received the NZ Order of Merit for contribution to sport, especially Triathlon (joins life members Bruce Chambers, Tom Pryde, Peter Fitzsimmons) • Kathy Sheldrake – ITU Women's Committee Award recognising her contribution to the sport of Triathlon both at Tri NZ and ITU <p>Moved: Bruce Chambers Seconded: Graham Perks Carried</p>
Fixing of Subscription and Club Affiliation Fees	
	<ul style="list-style-type: none"> • Tri NZ Proposes \$250 club affiliation fee to be implemented on 1st November 2015 <p>Moved: Garry Boon Seconded: Julie Monaghan Carried</p> <ul style="list-style-type: none"> • Tri NZ Proposes a voluntary annual membership fee \$25 Adult and \$10 Child for the 2015/16 year commencing 1st November 2015. • Tri NZ proposes that this voluntary membership moves to Compulsory membership on the 1st November 2016 <p>Moved: Garry Boon Seconded: Lynley Twyman Carried</p>
Fixing of Honoraria	
	No honoraria was proposed.
General Business	
	<p>Induction of Garth Barfoot as Life Member</p> <p>Garry Boon recognised Garth as a “consummate age group performer, world champion at age group level, a leader, contributor and supporter” of Triathlon.</p>

	<p>Garry thanked Garth for all of his involvement, and for the fact he has stayed involved with, and has supported triathlon for so many years. "Garth is always around, and when it comes to Triathlon, there isn't much the Garth hasn't done"</p> <p>Garth joins Terry Sheldrake MNZM, Bruce Chambers ONZM, Peter Fitzsimmons OBE, John Hellemans, and Tom Pryde MNZM as a Life Member of Tri NZ</p>
Meeting Closed: 8.05pm	
	<p>The President Garry Boon thanked all those present for attending.</p> <p>There being no further business the meeting closed at: 8.05pm.</p>



Garry Boon
President
Triathlon New Zealand