



2018 ANNUAL REPORT

WELCOME

To the Annual Report for
Triathlon New Zealand 2018

Direction

MESSAGE FROM THE PRESIDENT

As President of Triathlon New Zealand, I am proud to present the Annual Report for 2017-2018.

At the beginning of the year we faced a number of challenges with re-shaping Triathlon New Zealand due to reduction in funding across the whole organisation. I am extremely pleased to say our CEO Claire Beard along with her staff have done an outstanding job in refocusing the organisation to place us into a more sustainable position for 2018-2019.

Extensive work has gone into consulting with our members, stakeholders and partners to examine our constitution and position the organisation to improve our response to the triathlon community.

This year saw us achieve an excellent Bronze medal in the Mixed Team Relay at the 2018 Commonwealth Games on the Gold Coast. Our first major games medal in 12 years.

I am excited by the young athletes we have establishing themselves in the High-Performance environment and recognise the significant impact our experienced athletes, Andrea Hewitt, Ryan Sissons and Rebecca Spence, have had in guiding the next generation.

I would also like to take this opportunity to thank Tony Dodds for his service to triathlon and wish him all the best in his retirement from the sport.

The Board saw some change this year with Marisa Carter and Natalie Smith joining Neil Millar, Jo Tisch, Evelyn Williamson, Brendon McDermott and myself. I am incredibly lucky to chair a Board of committed and skilled individuals who go above and beyond in giving their time and expertise freely to Triathlon New Zealand over the past year.

My special thanks go to Garth Barfoot our Patron for the last year. Garth continues to support us in many ways and it is a pleasure to see him continuing to race and be engaged in our sport.

Special Thanks to Life Members, Terry Sheldrake, John Hellemans, Tom Pryde, Garry Boon, Peter Fitzsimmons and Bruce Chambers who continue to support the Board and Management Team.

I also recognise and acknowledge the outstanding support we receive from volunteers across our sport with special mention to our technical and club officials.

We continue to work closely with Sport NZ and HPSNZ and I would like to thank Matt McKerrow (SNZ), Michael Flynn (HPSNZ) and Hamish Carter (HPSNZ) for their continued guidance.

I extend my sincere thanks to the work of our CEO Claire Beard and the Triathlon New Zealand Staff who continue to deliver for our sporting community.

Graham Perks
President





Our sport is built on people, and what great people we have.

With such a diverse delivery model and large number of stakeholders, our sport can continue to grow with a collaborative approach.

Leadership

CEO REPORT

Wow what an amazing year – this has been a great year for our sport, winning a bronze medal in the Mixed Relay at the 2018 Gold Coast Commonwealth Games, our first in 12 years.

Our community have again shown us their amazing spirit and commitment, with an outstanding Suzuki National Championships season delivered by our club and event community.

This season has allowed us to select one of our largest New Zealand Age Group teams, that will join our elite athletes at the World Championships on the Gold Coast in September 2018 – well done to all those that have made the team.

Triathlon New Zealand are still operating with a very small team of 5 full time staff and 3 part time staff, our aim is to ensure the services and support we are providing is targeted, and effective. To ensure we continue to refine the way we move forward, the team have committed to working with our community to understand how we can better hear the voice of our membership and enable us to more effectively respond to community need.

This consultation has seen us table a new constitution and voting structure at the 2018 AGM, we hope this shows that we want to hear from our community and understand what they want, as we work together to grow and prosper our sport.

As noted last year we tabled our plan for Triathlon New Zealand, it is now time to develop a plan for Triathlon in New Zealand (our sports new strategic direction) – we look forward to receiving your input into this process.

The staff have worked hard this year to table a strong financial surplus and improve the Triathlon New Zealand financial position. This surplus has ensured we have rebuilt our cash reserves, and significantly reduced the organisations financial risk. As we look forward, we welcome the opportunity to work with our community to determine where our resources are best utilised to support growth and our sports continued development.

I would like to finish by thanking our Chair – Graham Perks, the Board, the Triathlon New Zealand team, our clubs, our community, event partners, technical officials, volunteers, partners, and funders for making Triathlon so special. I look forward to continuing to work with you for another exciting and positive year.

Claire Beard
CEO



Key Achievements:

- Bronze Medal for the Team New Zealand Mixed Relay Team – Nicole Van der Kaay, Ryan Sissons, Andrea Hewitt and Tayler Reid – at the 2018 Gold Coast Commonwealth Games.
- Oceania Championship victories across Olympic distance, Sprint distance and Mixed Relay Elite and Junior events.
- Over 25 International podiums by our Elite Squad from Continental to WTS level events.
- Strong fiscal management that has seen Triathlon New Zealand table another positive financial result, significantly rebuilding our reserves.
- The club and event partners commitment to support Tribe Membership – embedding a sustainable community investment levy back into our sport.
- The delivery of an outstanding Suzuki National Championships – showing the outstanding commitment from Tri Clubs and event providers to support National Championships in New Zealand.
- The successful results of our Age Groups teams in Rotterdam, Penticton and Zofingen.
- New Zealand were proud to have five representatives at the 2018 Gold Coast Commonwealth Games; Technical Delegate Shanelle Barrett from Taupo, Juliet Fahey from Timaru, Ross Capill from Wellington, Tony Sangster from Auckland, and Claire Hannan from Wellington.
- An outstanding New Plymouth World Cup delivered by Shanelle Barrett.
- Over 30,000 young people participating in Weetbix TRYathlon's throughout New Zealand – the largest ever Weetbix participation numbers!

Acknowledgements:

- Clubs for remaining the back bone of our sport. I thank you for your ongoing commitment and support of our sport by engaging in the Tribe Membership framework.
- To our athletes, thank you for loving this great sport and working so hard to achieve your goals.
- Challenge, Ironman, and Port of Tauranga for their continued commitment to one-day race license and committing to the ongoing viability and sustainability of Triathlon in New Zealand.
- National Championships event partners – SMC Events, IRONMAN NZ, Challenge Wanaka, Auckland City Triathlon/ Pukekohe Duathlon, Tri Sport Taupo/ Kinloch Triathlon, Triathlon Tauranga/ Tinman, Canterbury Triathlon/ Corsair Classic and Xterra Motatapu Cross-Tri.
- Sport New Zealand and High-Performance Sport NZ for their ongoing commitment and funding to support Triathlon in New Zealand.
- I would like to celebrate Tony Dodds who retired in April 2018. Tony has competed for New Zealand for over 13 years, starting his elite career with an 18- 19 year AG title in Lausanne in 2006. Tony has had a great career representing New Zealand at the Glasgow Commonwealth Games, Rio Olympics and Gold Coast Commonwealth Games.
- I would like to thank all our High-Performance athletes for their ongoing commitment to training and the role they play inspiring New Zealanders of all ages.
- Coaches play a vital role in supporting and developing our athletes. I particularly want to thank those coaches that have engaged in the Triathlon New Zealand Coach accreditation system – that now has over 130 members.
- Thank you to all the Lead and Regional Coaches for their significant contribution to our elite and talent athletes – the leadership, insight and commitment you give to your athletes and the High-Performance programme is outstanding.
- To our Technical Officials, our most amazing volunteer team. Without these dedicated people the safety and fairness of our sport would be significantly compromised. A special mention must be made of the members of the Technical Advisory Group (Ross Capill, Tony Sangster, Claire Hannan and Gail Hussey) for the planning, support and direction provided.
- Phil and Cheryl London from WIL Sport, Garth and Judy Barfoot and Rowan and Emily Simpson from the Hoku Foundation for their contributions to Triathlon New Zealand and Talent Development.
- Key Partners – Suzuki, 2XU, Asics, HOT Events, Cube, Aon and Dot Kiwi we appreciate your outstanding and ongoing support of Triathlon. Your commitment to our sport is very much appreciated, and we look forward to continuing to grow our sport together.

PARTNERS & SPONSORS

Triathlon New Zealand would like to thank its partners, sponsors and suppliers for their continued assistance and support provided over the past year.

This ongoing support enables Triathlon New Zealand to deliver the outcomes in our strategic plan from grass roots through to our High Performance Program athletes who represent New Zealand and the world.

Cornerstone Partner



Sport New Zealand and High Performance Sport New Zealand are the Cornerstone Partners of Triathlon New Zealand.

Sport New Zealand's support allows our organisation to enable and support the growth of Triathlon in New Zealand.

High Performance Sport New Zealand is the key investor into the NZ National Elite Team to support them to win medals on the world stage.

Organisational Partners



Organisational Suppliers



Strategic Partner



Foundation Partner



Council Partner



**Based on the quality of athletes
we have, and the passion
and collaboration across our
coaches there are nothing but
great opportunities ahead.**

Excellence

HIGH PERFORMANCE

Following a significant change of staff and structure from the preceding 12 months, we have continued to see substantial change across the High Performance environment.

ITU formally introduced the Mixed Relay (MR) event and pathway to Tokyo in 2017. This has been a major focus of the programme for the last year to ensure our athletes have the skills and attributes required for this new dynamic discipline.

The training squad in Cambridge has shown consistency and quality over the summer months thanks to the coaching guidance from Bruce Hunter (Central Coach) and Carl Gordan (Swim Coach). The value of this environment for athletes has been maximised through an open-door policy. We have seen both regional athletes and coaches coming to join key training days which has added great value to them and the squad.

Each Thursday morning Lake Karapiro has looked like a ITU race start with close to 20 wetsuit clad athletes carrying out triathlon specific swim sessions on a weekly basis.

Thanks to all the regional and lead coaches for connecting so positively to Cambridge through open communication and their desire to move with a changing international environment.

From a performance perspective 2018 started off strongly with New Zealand winning all the Elite Oceania Sprint and MR titles in Adelaide.

Nicole Van Der Kaay and Sam Ward both enjoyed Silver medal performances at the New Plymouth World Cup. The winning of a Bronze medal at the Commonwealth Games was an early season highlight. This was the first Commonwealth medal for the sport since 2006.

It was a superb team effort from Andrea, Nicole, Tayler and Ryan to secure this podium performance. I would like to extend my thanks Bruce Hunter and Stephen Sheldrake for leading the campaign on the Gold Coast.

Again, the NZOC showed what a great environment they can create for athletes within each sport to perform on the world stage.

Following the Commonwealth Games Tony Dodds announced his retirement. Tony has competed for New Zealand for over 13 years, starting his career with an 18- 19 year AG title in Lausanne in 2006. Tony has had a long outstanding career with his open water swim qualities always seeing him in the front of the action from World Cup to WTS level.

Amy Tayler was engaged (0.5FTE) in January to lead the Talent Development (TD) area. With our programme focused on 2020 – 2024 objectives this is a key role to ensure athlete and coach performance sustainability for the future.

The key focus in the TD space has been to consult with the community to determine needs, in the context of international research in to best practice development, for young people evolving in our sport.

Given this athlete development model takes in to account the requirements for long term development, including social learning environments, age and stage appropriate events and great coaching, we are now ensuring this is openly communicated to the community.

With this information we are focussed on seamlessly connecting TD to the High-Performance environment. Our key objectives in first implementing the model have been to support our regional coaches integrate with High-Performance programme and learn from our international campaigns.

Specific attention has been paid to the critical success factors of the Mixed Relay (skills), and how they relate to developing young people. Our regional team of passionate and committed coaches are essential in helping provide great learning environments for our future High-Performance athletes.

We have been fortunate enough to secure substantial sponsorship and avid support from WIL sport through community philanthropists Phil and Cheryl London. We are grateful for their 3-year commitment and the direct interest they have shown in our vision for long term athlete and coach development.

With such a dynamic environment we are now coordinating and delivering over 30 events annually worldwide.

This cannot be done without superb support from behind the scenes staff such as Maree Kaati, and our lead coaches, who are providing support to our athletes on the World stage. Thanks to all of you for your passion and commitment to our athletes.

Lastly to the athletes, it has been superb to see so many of our younger U23 athletes step up on the World stage this year. We have had over 30 international podiums across our 12 carded athletes. This is a direct reflection of dedication and hard work they are putting in everyday to achieve their goals.

As we move into the mid stage of an Olympic cycle our focus is now on ensuring we have an effective and efficient communication platform to accelerate learning across our targeted initiatives.

We look forward to seeing our athletes and coaches continue to perform to a higher level on the World stage.

Mark Elliott
HP Director



2,068

Paid Tribe Members

Annual TRIBE membership numbers have continued to grow since the compulsory paid membership introduction on November 1st, 2016.

Resilience

COMMUNITY OVERVIEW

During the last 12 months our sport has continued to adjust to New Zealand's constantly evolving sporting landscape.

In early 2018 participation research was undertaken to review the health of Triathlon in New Zealand compared to 2012, when the research was last conducted. In the last 12-18 months Triathlon New Zealand has moved away from an own, control and delivery model and focussing more on facilitation.

It is great to see that participation in Triathlon is 18% greater than in 2012 despite Triathlon New Zealand no longer operating as an event provider. This is largely thanks to the approximate 156 locally run club events, and 46 commercially operated triathlons occurring throughout the year.

Our nostalgic community events were able to continue with Suzuki supporting the National Championships.

Thank you to Triathlon Tauranga and Tri Sport Taupo for taking back the reins of Tinman and Kinloch, meaning our community were able to continue having great experiences at these events over the summer.

membership:

As at August 2018, there are currently 2068 TRIBE members with the expectation that this will continue to grow with the support of affiliated clubs in the upcoming 12 months and further adaptations to the membership model.

These annual members contribute around \$37,000 to the sustainability of our sport. Similarly, One Day Membership has also grown in the last 12 months thanks to National Championships and other key partner events. Approximately \$54,000 was generated thanks to the below events:

- SMC Events
- IRONMAN NZ
- Challenge Wanaka
- Auckland City Triathlon/ Pukekohe Duathlon
- Tri Sport Taupo/ Kinloch Triathlon
- Triathlon Tauranga/ Tinman
- Canterbury Triathlon/ Corsair Classic

Triathlon New Zealand would like to thank these events as well as all the Triathlon New Zealand Affiliated Clubs who have supported this membership model by integrating and/or encouraging TRIBE Membership through their club memberships, and for their continued contribution to our sport.

Tri NZ Community Team:

Programme reviews were undertaken in each community department in the last 12 months to ensure that Triathlon New Zealand are resourcing the community and sport's needs accordingly.

As a result of these reviews there have been some changes to the Triathlon New Zealand team.

Notably this includes:

- Age Group Manager and Community Director role merged -forming the Community Manager role which oversees Age Group and Club engagement.
- Community Coaching Manager role disestablished and managed by the part- time Community Advisory role which also supports club and membership administration.
- Club and Event Advisory Groups were established in early 2018 to support decision making in the respective programmes.

The support from TRIBE Members, Clubs and Event partners has contributed to the stability of our sport and ensure our Community Programmes can still be facilitated successfully.

Details of each programme and their deliverables will be found in the following subsections.

Jen Gregory
Community Manager



The 2017 World Championship season saw 31 more participants than the previous year, accompanied with 9 more podium places.



AGE GROUP PROGRAMME

For the first time in 2017 our Multisport athletes were a part of large mixed discipline team who competed in Canada.

The ITU's decision to combine the duathlons, aquathlon, cross triathlon, aquabike and long-distance triathlon into a 10 day long multisport festival was very favourable for New Zealand and only built on the envied strong team culture.

Rotterdam's Triathlon World Championships offered an interesting venue for racing, which was largely unfamiliar to the kiwi's.

The 2017 World Championship season saw 31 more participants than the previous year, accompanied with 9 more podium places.



2017 WORLD CHAMPIONSHIP SUMMARY

2017 World Championships	NZ Age Group Athletes	Location	Podium finishers
Triathlon World Championships			
Standard Triathlon	56	Rotterdam, The Netherlands	4
Sprint Triathlon	29	Rotterdam, The Netherlands	1
Multisport World Championships			
Long distance triathlon	54	Penticton, Canada	4
Cross Triathlon	21	Penticton, Canada	9
Sprint Duathlon	20	Penticton, Canada	6
Standard Duathlon	24	Penticton, Canada	8
Aquabike	35	Penticton, Canada	11
Aquathlon	27	Penticton, Canada	9
Long distance Duathlon			
Long distance Duathlon	2	Zofingen, Switzerland	0
Total	237		52

Huge thanks to all athletes, team management and supporters for fostering and creating great age group experiences year on year.

Following the 2017 World Championships the Age Group teams were surveyed as part of an Age Group programme review. The programme review concluded that selection standards were in agreeance with the community's expectations. This was welcomed as the upcoming season approached.

Nationally, 2017 offered a season of racing that was more competitive than previous years for those hoping to gain selection into the 2018 Triathlon World Championship team on the Gold Coast.

Selection events were once again evenly distributed between the North and South Islands allowing athletes throughout New Zealand to try their hand at selection.

The Age Group Programme is grateful for the support of the following sponsors and supporters:

HOT EVENTS Ltd, 2XU LTD, AON INSURANCE, GARTH BARFOOT and OUR AWESOME COMMUNITY.

The Age Group Programme review helped to clearly refine the core focus of the programme, and key priorities athletes were looking for regarding World Championship support and selection.

This allowed Triathlon New Zealand to refine the role as part of the Community team restructure, whilst still delivering the most valued aspects of the Age Group Programme. Thank you to all those that participated in this survey.

2018 ONWARDS

The Age Group Programme's 2018 objectives are:

1. **Selection:** using a selection system that is fair, professional and highly precise.
2. **Team Management:** Continued service of Age Group team management.
3. **National Championship Programme:** Streamline National Championships implementation through various event providers.
4. **Consistent Experience:** For all athletes who wear the silver fern overseas. Determining a model that will grow and support the participation of triathlon from New Zealand on the world stage. (Age Group Selection Event Model)

NATIONAL CHAMPS & AGE GROUP SELECTION EVENTS

An extended thank you to all Triathlon New Zealand Technical Officials, Affiliated Clubs and volunteers who support the delivery of these events.

Provider	Event
Auckland City Triathlon Club- Pukekohe Duathlon	Sprint Duathlon National Championships
Corsair Classic Duathlon	Standard Duathlon Selection Event
Tri Sport Taupo- Kinloch Triathlon	Sprint Triathlon National Championships
Pak'N Save Triathlon	Sprint Triathlon Secondary Selection Event
Corsair Classic Triathlon	Standard Triathlon National Championships
Triathlon Tauranga- Classic Builders Tinman Triathlon	Standard Triathlon Secondary Selection Event
Challenge Wanaka Half	Mid Distance Triathlon National Championships
The Mount Festival (SMC Events)- Port of Tauranga Half	Mid (Long) Distance Triathlon Secondary Selection Event
IRONMAN NZ	Long Distance Triathlon National Championships
Challenge Wanaka Aquabike	Aquabike National Championships
Xterra Motatapu Long Course Cross Triathlon	Cross Triathlon Selection Event



TECHNICAL

Over the past year we have seen an exciting mix of events hosted up and down the country with our Suzuki National Championship Series, events within the Event Accreditation System (EAS) and the added excitement of having the Commonwealth Games come to Oceania, hosted on beautiful Gold Coast, Australia.

New Zealand was fortunate enough to have 5 Technical Officials representing our small nation on one of the worlds big sporting stage, with many more helping behind the scenes.

Congratulations again to these officials, it is a huge honor to be selected, and is a testament to the programme we have here in New Zealand and how these officials have progressed not only nationally but internationally. A very special mention to Shanelle Barrett, the technical delegate for the event.

Congratulations and great work to:

- Claire Hannan
- Juliet Fahey
- Ross Capill
- Shanelle Barrett
- Tony Sangster

A total of 25 events came under the EAS, with being either recognized, endorsed or sanctioned. These events were hosted by a mix of triathlon clubs and commercial event partners. This coming year we are looking to increase this number by reviewing the EAS and working with our newly formed Event Advisory Group.

Over 200 technical roles were created from the 25 events under the EAS. These were filled by our outstanding volunteer Technical

We are always looking to increase our technical family, within the past year we held four level 1 TO courses, welcoming over 12 new officials.

Thanks to the following officials that made these courses happen:

- Auckland – Tony Sangster
- Hawkes Bay – Gail Hussey and Samantha Bothmer
- Wanaka – Juliet Fahey
- Nelson – Georgina Workman

The Technical Official Team for the Buenos Aires 2018 Youth Olympic Games being held in Argentina in October were announced by ITU this year.

We had two great Technical Officials that were eligible to be nominated for such an amazing event, however due to the criteria we could only put one name forward. We were thrilled to announce that the Technical Official we nominated was successful in being selected.

Congratulations to Claire Davey for being selected to represent NZ at the Buenos Aires 2018 Youth Olympic Games. Triathlon New Zealand was again successful in securing funding through the Prime Scholarships group application.

Although we were not able to secure the full amount that was requested, what we were able to secure was significant to help support our international officials to travel to ITU events to continue the ITU Technical Official Pathway.

This year the funding that was approved was to assist both ITU Level 2 and 3 officials for international travel. Funding such as this plays an important role in helping our volunteers to continue their chosen pathway.

OFFICIALS

Triathlon New Zealand would like to thank the following officials for their dedication and smiles during the 2017/18 season, and a massive congratulations to all who partook in International events this season for upholding our outstanding reputation on the world stage.

Technical Officials	
Adair Craik	Juliet Fahey
Adam Cowie	Ken O'Rourke
Alison Feeney	Kevin Symes
Annabel Lush	Kyle Davey
Beverley Hussey	Lance Gillespie
Brent Hussey	Leanne Hooper
Brian Lenehan	Leigh Davidson
Bryan Dunphy	Lisa Shingleton
Carlton Oliver	Malcolm Elley
Cathi Davey	Marcel Abele
Cathi O'Rourke	Maria Barnes
Christian Couper	Martin Thompson
Claire Hannan	Mel Schroeder
Claire Jennings	Michelle Selby
Clare Davey	Paul Burns
Clive Shingleton	Paul Howells
Craig Dodds-Bonelli	Philip Barlow
Danny Eagleton	Phillip Dally
Diane Hutchinson	Ross Capill
Gail Hussey	Samantha Bothmer
Gaye Scott	Samantha Owles
Gazel Makea	Sarah Jenkins
Geoff McMillan	Sean Barnes
Georgina Workman	Sean Colyer
Gillian Smith	Stan Barnes
Graeme Paulger	Stu Cottam
Jan Robinson	Todd Skilton
Jane Loughnan	Tony Sangster
Jimmy Hildreth	Vicki McNaught
John Van der Kaay	Vivienne Hutchinson
Jozef Bothmer	



COACHING

The Triathlon New Zealand Coaching Programme has seen a lot of positive change in the 2017/18 season.

We reviewed, streamlined and simplified our coaching accreditation pathway. A series of workshops were held around New Zealand introducing coaches to our new Foundation Level course.

This has replaced our previous pathway of Level 1, 2 and 3. The reason for this was to ensure all Triathlon coaches could meet minimum requirements of police vetting, ethics, and health and safety. We now have 130 accredited coaches working across New Zealand, more than we have ever had in the past.

Going forward we will be focused on ensuring all our coaches have visibility and access to coach development opportunities and funding. We will continue to work with our affiliated clubs to support coaches and provide assurance that those coaching are fit-for-purpose.

Although a smaller programme than it has been in the past we believe that the state of Triathlon coaching is in a much safer and sustainable position to build on.

We would like to thank 2XU for providing our experienced coaches with coaching t-shirts this season.

Anna Russell
Community Advisor



To showcase triathlon in New Zealand our new website uses an aggregation tool that pulls social media posts across multiple channels into one feed.

Innovative

PR & MARKETING

This season there has been a significant focus on building a stronger community and setting deliverables around our communication strategy.

We have focused on sharing Tribe member content and getting the community to contribute too using the hashtags #trin and #tribeproud.

We established the Suzuki Tip of the Week which gets the community involved in contributing triathlon tips. Posts have achieved good organic reach, helped connect the community together and further connect Suzuki to our community.

We established a framework around the High Performance and Talent Development Squads, ensuring we can provide regular updates regarding the World Triathlon Series, World Cups and other key HP events.

Each event we deliver a 'Your Team in Action' and 'Results' post that features one of the athletes. In addition, we will have quotes* from athletes that achieve a Top 10 and promote this on Social Media and on the News section of our website. Any podium will also result in a Media Release.

This season we have also established deliverables for Age-Group Athletes at events such as the ITU World Champs and ITU Multisport World Champs, as well as the 70.3 World Champs, Kona, Xterra, and Roth.

With the Suzuki National Championship there is a very clear structure and deliverables around social media and promotion.

Last season we created the Suzuki National Championship videos giving a summary of what happened at the event including interviews. This season we have a live social media presence onsite at the events via Instagram and Facebook in addition to this video content.

We have acknowledged that many Tribe Members don't use social media, so have created a new social hub section that shares key content from our social channels.

8

EMPLOYEES IN TWO LOCATIONS

Tri NZ staff are based at AUT Millennium - Auckland and the Avantidome - Cambridge. Together they support the strategic direction of the organisation; to lead, grow and sustain the sport of Triathlon in New Zealand.

Inviqorate

BOARD OF DIRECTORS

Our Board sets the strategic direction, governance and policy for Triathlon New Zealand. The board is made up of Directors with experience across different sectors and a keen interest in growing Triathlon in New Zealand.



Graham Perks

President, Elected Board Member

Graham's first triathlon was in 2004 and since then has fallen in love with the sport. He is a Detective Senior Sergeant with the New Zealand Police based in Taupo. Graham is a member of RATS (Rotorua Association of Triathletes) and regularly competes, his favourite event is the Taupo Half Ironman.



Brendon McDermott

Appointed Board Member

Brendon was appointed to the Board in 2012 and is also the Chief Executive at Sport Southland. He is a Chartered Accountant with a huge passion for all sport and has committed most of his time to triathlon and multisport over the past ten years.



Evelyn Williamson

Elected Board Member

Evelyn works for the New Zealand Olympic Committee and is a New Zealand Olympic ambassador for in-school programmes. She was also part of the Triathlon Elite Selection Team for the 2016 Rio Olympic Games.



Natalie Smith

Elected Board Member

Natalie is a proud born and bred Wellingtonian, who has competed and finished 8 Ironman triathlons with a best time of 10 hours 01 minutes. Professionally Natalie has broad experience advising on a range of commercial, trust and property issues, currently a partner at Johnston Lawrence Limited.



Jo Tisch

Elected Board Member and Vice President

Jo was born and raised in West Auckland, she now resides in Tauranga and is a member of Triathlon Tauranga and Team Shorebreak. Jo is a regular competitor across multiple disciplines, and her favourite event is the POT Half because it's local, flat and fast.



Marisa Carter

Elected Board Member

With a passion for sport Marisa created a business Consultant who holds a number of non-executive roles in listed and unlisted companies. He has an extensive background in investment banking having spent his career in New Zealand, Australia and more recently the UK.



Neil Millar

Elected Board Member

Neil has been competing in triathlons for 12 years and has had the privilege of travelling to the ITU Age Group World Championships four times. He has an extensive background as a lawyer in both governance and the commercial sector.

STAFF

Triathlon New Zealand is driven by a small but talented and committed staff. Led by Claire Beard (CEO), the Sports Services team is based in Auckland while most of the elite athletes and High Performance staff train and work out of the Avanti drome in Cambridge.



Claire Beard
CEO

Claire is passionate about sport, with extensive experience in the commercial, marketing and events environments. She is motivated to create an organisation that is financially viable and is strongly supporting athletes to deliver on the world stage.



Mark Elliott
High Performance Director

Mark was Performance Director between 2000-2004 and during that time led the programme to achieve dual Olympic Medals in Athens and 6 World Championship Titles. He has an extensive coaching background. This will serve him well as he helps to develop the younger talent coming through in the sport.



Anna Russell
Community Advisor

Anna has been involved in the community as a volunteer, clubbie, coach, age group and professional athlete for many years. She is an esteemed writer providing content for multiple news and blog networks. She is engaged in regular speaking opportunities within the corporate sector and mentor's young sportspeople.



Maree Kaati

High Performance Operations Manager

Maree has played an integral role in the High Performance programme joining Triathlon New Zealand in 2014. After 14 years as a competitive rower representing New Zealand at an Elite, U23 and Junior level; Maree has an extensive understanding of what coaches and athletes require to achieve world class results consistently.



Daniela de Jeu

Technical and Events Manager (Maternity Leave August 2018 - August 2019)

Danie leads the Technical programme providing support and opportunities to TO's. She has developed a strong foundation for event delivery and management working in many roles as the Registration Manager, Workforce Coordinator, Ops Assistant for Xterra, Ocean Swim Series and the 2011 RWC.



Jen Gregory

Community Manager

Jen has been leading the Age Group programme since 2015 and has successfully created great athlete experiences every season. She completed her Bachelor in Sports Management in 2014 and went on to take an internship with Netball NZ. Jen worked for Aktive before joining the team at Tri NZ.



Bailee Greer

Admin and Event Support (August 2018 – August 2019)

Bailee has worked at the World Masters Games supporting Softball as well as Surf Life Saving Northern Region previously and will be an absolute asset to the team over the next 12 months.

2017 AGM MINUTES



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

Date: 24 September 2017 **Time:** 11:00am

Location: Tri NZ Offices
Sport Central – Mt Eden
Auckland

Present: Claire Beard, Brendon McDermott, Ginge Burnett, Sierra Ryland, Anthony Ham, Mark Cross, Mike Bond, Garry Boon, Francesca Stafford, Graham Perks, Jo Tisch, Paul Miller, Tom Pryde, Ali Boggs, Neil Millar, Ben Eitelberg, Stephen Bradley, Bruce Chambers, Garth Barfoot, Mark Elliot, Anna Russell, Daniella De Jeu, Arthur Klap, Marissa Carter, Peter Fitzsimmons

Apologies: Terry Sheldrake, John Hellemans, Glen Mule, Roger Spice, Matt McKerrow, Evelyn Williamson, Graham Parks, Natalie Smith, Karli Haugh, Dorothy McPhail

Welcome: Arthur Klap welcomed all in attendance and made a special welcome to Peter Fitzsimmons OBE (Patron & Life Member), Garry Boon (Life Member), Tom Pryde (Life Member), Garth Barfoot (Life Member) and Bruce Chambers ONZM (Life member)

The meeting was called to order 10:30am

Confirmation of Minutes of the 2016 Annual General meeting	
Matters Arising	Moved that minutes (in the Annual Report) be accepted Moved: Arthur Klap Seconded: Mike Bond Carried
President Report	
Arthur Klap	<ul style="list-style-type: none">Mention of Life members – Bruce Chambers ONZM, Peter Fitzsimons OBE, Tim Pryde, Garth Barfoot – They received the recognition in significant part for the work they've done in the sport of Triathlon over many years.

	<ul style="list-style-type: none"> • Difficult year for Tri NZ with significant changes in our partner investment, including major reductions from our corporate partners, Sport New Zealand Community Sport Investment and High Performance Sport NZ – total over \$1million • Year has targeted stabilising the sport to ensure we can continue to operate with the revised income levels • Thanks to the board to their significant contribution throughout the year – this has included the board meeting 9 times during the 12 months period • Thanks noted to all the Tri NZ staff, with special note to CEO Claire Beard, High Performance Director Mark Elliott and Community Director Anna Russell for the outstanding work navigating a difficult financial environment • Thanks noted for Peter Fitzsimmons OBE and Tri NZ Patron for his continued support, wisdom and contribution to Triathlon in New Zealand – noted that Peter would be stepping down as Patron after a number of years in the role and thanked him for his service and support. • Noted thanks to Sport New Zealand and High Performance Sport NZ for supporting Tri NZ over the last 12 months
CEO Report	
Claire Beard	<ul style="list-style-type: none"> • Thanks to the Board - very supportive over the last 12mths. Special note for Arthur Klap for his additional support and guidance • A big thank you to staff for navigating significant change and major funding changes • Thank you to all our major sponsors and funders for all their ongoing support • Thanks noted to our retiring board members, for their significant and valuable voluntary commitment to the sport
Consideration of Annual Report	
	<p>Moved that read and accepted</p> <p>Moved: Arthur Klap Seconded: Mark Cross Carried</p>
Consideration of Finance Report to June 2017	
	<p>Mark Cross presented the Financial Accounts for 2016/17.</p> <ul style="list-style-type: none"> • Noted the surplus tabled • Noted that Black Gold funding (required for the 17/18 FY was included in the accounts due to the new accounting standards <p>Question noted regarding the change in HPSNZ funding. Clarity was provided by Mark Cross that the funding from HPSNZ had decreased by \$500,000</p> <p>Moved that read and accepted.</p> <p>Moved: Mark Cross</p>

	<p>Seconded: Jo Tisch Carried</p>
<p>Appointment of Auditor</p>	
	<p>RSM were thanked for their support with the 16/17 Triathlon New Zealand Audit.</p> <p>Moved that RSM are appointed as the Tri NZ Auditor for 2017/18</p> <p>Moved: Mark Cross Seconded: Brendon McDermott Carried</p>
<p>Appointment of Honorary Solicitor</p>	
	<p>Arthur Klap thanked Honorary Solicitor Tom Pryde for his continued commitment to Tri NZ.</p> <p>Moved that Tom Pryde is re-appointed as Tri NZ's Honorary Solicitor for 2017/18</p> <p>Moved: Arthur Klap Seconded: Peter Fitzsimmons (Life Member) Carried</p>
<p>Appointment of Patron</p>	
	<p>Arthur Klap thanked Patron, Peter Fitzsimmons OBE (Life Member) for his significant commitment to Tri NZ both as a board member and Patron, noting that Peter would stepping down as Patron of Triathlon New Zealand. Peter was thanked be the board and community for his contribution and presented with a signed Tri NZ High Performance suit.</p> <p>Garth noted his appreciation of the nomination, and noted he looked forward to the role.</p> <p>Arthur moved that Garth Barfoot (Life member) be appointed as Tri NZ's Patron for 2017/18.</p> <p>Moved: Arthur Klap Seconded: Gary Boon Carried</p>

Election of Officers

Gary Boon (Life Member) explained the format of the Tri NZ Board and announced the Part A and Part B appointments for 2016/17

Members of the Board Appointments Panel (BAP) are Gary Boon (Chair), Peter Fitzsimmons and Matt McKerrow (SNZ).

Part A (Elected) – 2 positions available in 2017.

Following the close of voting for Part A Members, the Tri NZ Auditors advised the BAP in confidence of the outcome.

The Panel reported that **Natalie Smith and Graham Perks were successful in being elected as Part A Members** to the Board of Triathlon NZ for three-year terms.

Part B (Appointed) - 2 position available in 2017.

Consideration of candidates for the Part B Board member position was undertaken by the Panel.

The Panel reported that once again applications had been received from a number of excellent candidates. Following assessment of the applications received, and consideration of the skills and qualifications of the confirmed Part A and Part B members, the Panel decided on **reappointment of Brendon McDermott as a Part B Member and new board member Marisa Carter** to the Board of Triathlon NZ for a three-year term.

President and Vice President:

As soon as possible after the Board Appointments Panel has received the results of the Part A election from the auditors and made its decision on the Part B Board appointment and before the forthcoming AGM, the Panel is required in confidence to contact all members of the incoming Board, advise them of the names of the new Board members, and facilitate an election from within their ranks of the President and Vice President for the forthcoming year

The Panel reports the outcome of that process was **Graham Perks as President and Jo Tisch as Vice President for the 2017/18 Year**

The Panel was pleased with the strong interest expressed by many well qualified individuals to serve the governance needs of the sport.

The active input of Tri NZ Staff in promoting the opportunity for members to serve the Sport by standing for election and or appointment to the Board is also recognised.

Acknowledgments	
	<ul style="list-style-type: none"> • Arthur Klap as President • Graham Perks as Vice President • Garry Boon - Special thanks to the Appointment Panel
Fixing of Subscription and club affiliation fees	
	<p>Board's recommendation that the following membership fees were to remain unchanged at:</p> <ul style="list-style-type: none"> ○ \$25.00 per adult (if affiliated to a club) ○ \$50.00 per adult (if joining Tri NZ direct) ○ \$10.00 Youth (U16) ○ \$250.00 Club Affiliation fees to remain unchanged <p>Board recommended membership free introduction of Junior Fee (16-23) of \$15.00 following community feedback.</p> <p>Moved: Brendon McDermott Seconded: Jo Tisch Carried</p>
Fixing of Honoraria	
	No honoraria was proposed.
General Business	
	No General Business was proposed
Meeting Closed: 1:15pm	
	<p>The President Arthur Klap thanked all those present for attending and invited people to attend the member forum taking place post the AGM.</p> <p>There being no further business the meeting closed at: 1.15pm.</p>

