



2009
Annual Report



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Triathlon Victoria Incorporated

Notice of Annual General Meeting

Notice is hereby given that the Annual General Meeting of Triathlon Victoria Incorporated will be held at 7:00pm on Monday August 31st, 2009, in the offices of Triathlon Victoria, Building U, Monash University, McMahons Rd, Frankston.

All members are welcome and encouraged to attend. Please note that only current financial members are eligible to vote. Contact the office on info@trivic.org.au or 9904-4877 of your attendance, for seating arrangements.

AGENDA:

1. To confirm the minutes of the Annual General Meeting held on Monday 18th August, 2008.
2. To receive from the Chief Executive Officer, reports upon the activities of the Association during 2008/09.
3. To receive and consider:
 - a. The income and expenditure of Triathlon Victoria Inc during the 2008/09 financial year.
 - b. The assets and liabilities of Triathlon Victoria Inc for the year ending June 2009.
4. To elect the following officers of the Association:
 - a. President (Two year term);
 - b. Up to two (2) Committee members (Two year term)
5. Consider motions where due notice has been given in accordance with the Rules of the Association.
6. Consider any special business of which due notice has been given in accordance with the Rules of the Association.

By order of the Executive
Don Larkin
President
10th August, 2009

Members of TriVic are encouraged to become more active in the administration of the sport in Victoria. Any member wishing to become a part of the Executive should, in the first instance, contact either Sally Ham (CEO) 9904-4877 or Don Larkin (mob: 0419-754-739). Triathlon Victoria is an equal opportunity organisation.



Annual General Meeting Minutes of Board Meeting

Date: Monday August 18th, 2008

Time: 7:00pm

Venue: Mary Kehoe Community Centre
224 Danks St, Albert Park

Meeting No: AGM 2008

Item **Details**

Present:

David Grant (Chair), Neil Brewster, David Ferrier, John Lynch, Brian Hinton, Sally Ham, Melinda Farr, Jon Treloar, John Barker, Tony Burke, Michael Connory

Apologies: Peter Aldridge, Gavin O'Sullivan, Geoff O'Kearney

1 **Minutes of Previous AGM**

Minutes from the previous AGM meeting were presented as a true and accurate record.

Moved - David Ferrier

2nd - Neil Brewster

Carried

2 & 3 **Reports**

Executive Officer, Sally Ham spoke to her report noting that sponsorship and government grants are now ever so more difficult to procure. Membership increased very slightly with race starts increasing. Our support of junior participation continues to develop with the expansion of the All Schools series Perpetual Shields to now include Male, Female and Co-ed categories. The Duathlon series participation rates held steady and the series may need a revamp in 2009 to create more interest.

Sally also took the opportunity to thank the President, David Grant and the committee for their input, support and especially their understanding and commended Michelle Thomson, Office Administrator, on her effort, hard work and commitment to keep matters moving and the office functioning.

Technical Officials report - Jon Treloar reported that this was his last season as chair of the TVTC. Peter Aldridge has taken over but Jon will continue as TATC rep. This season saw a positive turnaround in TO recruitment with 14 new recruits and all bar one completed the required three races for accreditation. There are more people getting involved in tech program which means more races are attended and it improves the depth of tech program and base.

Financial report - David Ferrier, Treasurer, talked to financial report. As mentioned by Sally Ham, sponsorship is more difficult to achieve, the level of grants decreased and the cost of delivery increased. David suggests Tri Vic needs to look at new streams of revenue - potentially corporate membership, running more events, linking with other agencies. Increased expenses in running the office were mainly due to Sally's illness absence and Sth Melb office rent.

A question was raised from the floor in regards to the grants program and in response to the Treasurer's comment that the grant programs were expensive to deliver and may perhaps be loss making exercises. It was asked if that warranted reconsideration of engagement in such programs. The Treasurer commented that for broader purposes the encouragement of younger members made sense and should be seen as something akin to a "loss leader".

The motion was moved that the reports be accepted:

Moved - Don Larkin 2nd - Neil Brewster Carried by all

The following reports were tabled in the form of the Annual Report:

- Presidents Report
- Executive Officers Report
- TVDP Report
- Technical Officials Report
- VIS Triathlon Program Report
- Auditor's Report and Financial Statement

The motion was moved that the reports be accepted:

Moved - John Lynch 2nd - Neil Brewster Carried by all

4 Election of Office Bearers

Three nominations were received for Committee members prior to the nomination close date, being:

Anthony Burke, Geoff O'Kearney and Michael Connory.

All were elected for two (2) year terms unopposed.

5 Consider Motions

None received

6 Consider any Special Business

None received

7 General Business

Don Larkin addressed the AGM advising that David Grant has had to tender his resignation as President and committee member. Don has taken over the remaining 12 months of the Presidency tenure. David Grant will continue to be involved as the immediate Past President. Don then gave a brief rundown on his background - retired, on 8 committees, chair of 4, triathlete.

Tri Vic is conducting a Strategy Planning day on September 6th which Don advised all present were welcome to attend. Areas for consideration would be Tech Officials, relationships with TA, VIS elite and Talent ID, the whole issue of financial management, relationships with the clubs, plans for 3+ years.

David Grant thanked Sally Ham, Michelle Thomson, the committee and especially John Lynch, Jon Treloar and Gavin O'Sullivan for their hard work and dedication.

Meeting closed - 7:35pm



Committee of Management

Executive:

President

Don Larkin

Ordinary Member:

Neil Brewster
David Ferrier
Geoff O’Kearney
Tony Bourke
Michael Connory

Executive Officer:

Sally Ham

Administration Officer:

Michelle Thomson / Gavin O’Sullivan

TVDP Manager:

Gavin O’Sullivan

VIS Triathlon Head Coach:

Jonathan Hall

Public Officer:

Sally Ham

Auditors:

Matthew Rogers
McBain McCartin & Co
Chartered Accountants

The Committee since the 2008 Annual General Meeting has met a total of 11 times throughout the year. Attendance by each Committee member was as follows:

	Number of meetings held while in office	Number of meetings attended
Don Larkin	11	11
Neil Brewster	11	10
David Ferrier	11	7
Tony Bourke	11	9
Geoff O’Kearney	11	8
Michael Connory	11	9

Sponsors / Supporters:





Presidents Report 2008/09

With David Grant resigning as a Committee member and President of Tri Vic at the 2008 AGM, I accepted the role as President for the remainder of his term covering 2008/09. Several other members resigned as their terms were completed whilst David Ferrier (Treasurer), and Neil Brewster remained on the Committee to complete their second years. We were joined by new members Tony Burke, Michael Connery and Geoff O’Kearney and subsequently the Committee appointed John Barker to the Board. These additions set up a vibrant, conscientious and committed Committee supported by the very efficient and experienced Sally Ham as Executive Officer.

Our first task was to establish a Strategic Plan for the next four years, 2008 to 2012 and this was achieved at an all day workshop in early September 2008 ably facilitated by Tim Bourke.

We focused on three main goals:

- To grow a sustainable organisation to manage, promote and develop multi-sport in Victoria;
- To increase membership to better reflect participation numbers;
- To show case triathlon by working with stakeholders.

Each of these Goals had strategies to achieve them and each Committee member was given a portfolio to concentrate on and develop, as outlined in the Plan for 2008/09.

In November 2008, Sally Ham advised the Committee that she would like to move on to a new life at Tri Vic’s and her mutual agreement and thus we advertised for an Administration Assistant to replace Michelle, (who had moved on to a new job). The replacement person was to have the potential to take over from Sally after a transition and training period during 2009. Gavin O’Sullivan was appointed and commenced in January 2009 with the intent that if he developed the experience, skills and right attitude he be appointed as Executive Officer later in the year. In Sally’s absence he acted as CEO (changed title at June Committee meeting) in late June and for July. As Gavin still has some learning to do to develop the skills, performance and governance culture to the satisfaction of the Committee, we proposed to the August Committee that Gavin be appointed CEO as from the 1 September for a probationary period for four months to end December in a transitional arrangement whilst Sally reduces her day to day involvement.

With regard to the Committee, at the time of writing, we may lose our very capable Treasurer David Ferrier to the TA Committee in a similar role and Tony Burke to the TA Committee as a Member. Both would be a great loss to Tri Vic, but a huge gain to TA. Neil Brewster and I are intending to renominate for election and Michael Connery and Geoff O’Kearney intend to complete their second year. The Committee would also like John Barker to continue as a Committee appointment. This means that we have a vacancy for a Treasurer (2 years) and a Director possibly to replace Tony Burke (for his second year). The Committee also recommends that Sally Ham be elected to the Committee. Although the notices re the AGM have been circulated to all members requesting nominations only those of myself and Neil Brewster have been received.

With regard to progress against our strategic plan and operations the following have been highlights;

- Our strategic agreement with Monash and relocation to their Frankston campus;
- The achievement that triathlon remain a tier one sport at the VIS against the odds. This was achieved by our teamwork with the State and National HP Coaches, their successes to date and our strategic and team approach in the presentations;
- Our TVDP Program reaching into schools and the enthusiasm and energy of Gavin O’Sullivan for these initiatives,
- Our support for Coaches at all levels;
- New agreements with organisations such as South Yarra Sports;
- Production of Fourth Event and E- Newsletters;
- Coordination of a successful 2008/09 race program with the major events managers and their considerable support;
- We budgeted for a loss in a growth year as an organisation and managed a bit better than break even;
- Worked hard on understanding, developing and enunciating the value proposition of being a member and introduced some new incentives whilst clarifying and evaluating the insurance coverage;
- Where possible supported the Clubs and other stakeholders in the triathlon family; and
- Conducted two educational Seminars for members with the support of Jonathan Hall.

At a national level we supported the new initiative of the TA Challenge Series which included an event in Geelong, the Federal funding for a review into the alternatives and strategies for the commercialisation of the sport, the forthcoming World Championships on the Gold Coast and the long distance championships in Perth.

In particular, I would like to thank a long standing TA Committee member (and Tri Vic Life Member), Brian Hinton, for his considerable support and advice.

Thank you also to my very professional fellow Committee members, we were on a steep learning curve. To Sally Ham who is worth her weight in gold as she efficiently and effectively completes a multitude of tasks, to Michelle who departed and to Gavin whom we hope will bring new and exciting initiatives to Tri Vic whilst not losing the professionalism and governance processes that Sally has established. Final thanks to other great contributors and supporters such as Jono Hall, Ryan Mannix, Peter Aldridge, Jon Treloar and the entire Technical Official team.

Going forward, it will be a busy and rewarding time for Tri Vic with our continuing strong relationship with the VIS, new strategic alliances with Monash, SYS and others. The challenges for TA at the national level, providing the technical officials and sufficient coaches at all levels, introducing new events and partnerships in regional Victoria, providing a value proposition to members and hopefully new sponsors, the continuous improvement in our electronic publications and upgrading of the website, supporting the Clubs and Schools and promoting the great sport of triathlon to the health and wellbeing of the community, whilst ensuring the appropriate level of governance. That is the challenge of triathlon with three times the fun.

Don Larkin
President Tri Vic 2008/09





Chief Executive Officer's Report

Overview of the year

After a challenging 2007-08 for myself (due to personal illness) and a subsequent flow-on affect on Triathlon Victoria, 2008-09 was a year of consolidation with the completion of the 2008-12 Strategic Plan, continuation of our partnership with the VIS as a Tier One sport, creation of a partnership with Monash University and our subsequent move to Monash Uni, Frankston and the forecast deficit being arrested to a minor surplus. And, of course, it was a year with an Olympic Games with Victorian, Erin Densham, selected to represent Australia.

Michelle Thomson, our Office Administrator, left us in November and whilst it was disappointing to lose her it did give us the chance to pause and reflect on how to best structure staffing into the future. We decided to take the opportunity to look for my successor and develop their knowledge and skills to allow for as seamless a transition as possible. Gavin O'Sullivan was selected as the best candidate to take the step-up and he has worked hard, and continues to do so, to learn and understand what is required as the CEO of Triathlon Victoria.

The Tri Vic Committee has been very supportive and engaged which has assisted the office immensely. Being a Tri Vic committee member is a hands-on role and their knowledge, expertise and skills are put to use regularly.

I would also like to thank and acknowledge the Organisations who provided support to Tri Vic - Sport & Recreation Victoria, VicHealth, Brooks, Events Worldwide, Medal & Trophy Industries, Ryders Eyewear, XOSize Active, Gravity Zero and Endura Sports Nutrition.

Membership

This year we saw a downturn in membership which was not unexpected due to the end of the agreement between Tri Aust and IMG for all Ironman competitors to be members.

Selection for the 2009 World Champs teams was conducted in 2008-09 and Tri Aust believed this would increase members but unfortunately this was not the case for Victoria.

	2005/06	2006/07	2007/08	2008/09
Club members	1057	1190	1047	923
Total members	1852	1900	1910	1822

Committee

David Grant resigned (reluctantly) at the end of 2007/08 from the Presidency due to a potential conflict. As David had only fulfilled one year into his two year term, Don Larkin was co-opted from the committee to the Presidents role and has provided tremendous leadership. I warmly thank Don for his contribution and guidance as President over the last 12 months, he has been the most enthusiastic, successful driver and supporter of our work.

Don, Neil Brewster and David Ferrier are the three committee members standing down this year with Don & Neil formally nominated for re-election.

Events

The number of races sanctioned this year remained steady around the 87 mark, but we actually saw a slight down turn in the total number of starters to 28,867. The number of athletes chasing World Champs team selection and racing in other parts of Australia would have decreased the overall participation numbers in Victoria. A survey of participants has shown the current average life-cycle of a triathlete is four years and the decrease this season may indicate those moving away from the sport have not been replaced with as many newcomers.

Season	2005/06	2006/07	2007/08	2008/09
Race starts	26,617	27,477	29,821	28,867

Both of the two Melbourne based Event Organisers appeared to have steady numbers but unfortunately the regional areas suffered with a few races being cancelled as a result of water shortage, blue-green algae or planning difficulties.

We continue to offer the All Schools Series competition for secondary schools and the Go-Tri-It participation triathlons for the sub-juniors (7-13yrs) with steady numbers participating in both. These series offer development opportunities for juniors and play a vital role in the growth of the sport.

Duathlon

The 2008 Brooks Victorian Duathlon Series decreased in numbers against 2007 however the 129 decline can be attributed directly to the Vic Duathlon Champs which had 121 less participants. It is disappointing the Champs was not well supported but a survey of series participants showed that the new venue of the National Water Sports Centre was not viewed favourably thus detracting from the numbers.

We greatly appreciate and thank Brooks for their eighth year as the main supporter of the series. Thanks also go to XOSize Active, Endura Sports Nutrition, Gravity-Zero, Ryders Eyewear and Jones Cycles for their support.

Race directors

Triathlon Victoria continues to work with the commercial and club event organisers and Victoria remained the leaders across Australia with the largest domestic calendar. In working with the event organisers we are able to continue to place safe and fair races on the calendar.

The two major Melbourne Triathlon Event Organisers, Super Sprint Events and Start to Finish, strive to present races of an excellent standard to the triathlon community of Victoria. I thank them for their participation and collaboration with TriVic in presenting a successful season. Tri Vic also recognises their contribution to promoting the sport through their events and greatly appreciates the value of this to Tri Vic.

In closing

We have achieved much and none of it would have happened without the support of our members and the dedication and application of those who take up volunteer positions.

Special thanks must go to the Technical Committee and Technical Officials for their enthusiasm and commitment to ensuring Victoria has safe and fair races.

Many thanks to Gavin O'Sullivan who manages the TVDP with aplomb.

Thank you to the President, Don Larkin and the Committee for their generous contributions to the Association and particularly the support they provide to the office.

And as this will be my last CEO report for Tri Vic I would like to finish by saying - *Triathlon - Three Times the Fun. Whether it be training, racing or administration, join with Tri Vic to keep our sport thriving!*

Sally Ham
Chief Executive Officer





Triathlon Victoria Development Program Report

TVDP Selections - Report Details

The TVDP selections are conducted in April/May of each year to select the best and most promising young athletes for development through the High Performance Pathways. The Pathway sees athletes selected from age group and schools triathlon as well as multisport events. The athletes are placed into the Triathlon Victoria Program and their development overseen by qualified Tri Vic coaches. Athletes as young as 13 years of age are selected for the Program and if their development allows them to compete at National events the athletes are provided the opportunity of scholarships at the Victorian Institute of Sport.

The 2008/09 Squad is listed below and comprised of 18 athletes, 9 of whom competed in the National Junior Triathlon Series.

Jaimi Chisholm has gone on to be selected to the Australian U/23 female team for the Triathlon World Championships, Gold Coast, September 2009. Jaimi will continue to race draft legal U/23 events and may be in contention for a VIS Scholarship in 2010.

The 2009/10 Squad (below right) was selected in April 2009 and it is the first time Tri Vic has selected athletes as young as 13 years of age. All athletes aged 13 to at least 16 continue to play and compete in a number of sports, this multi-play system will encourage development whilst not smothering the athlete in one sport alone, until they are mature enough to decide on a specific direction.

Squad 2008/09 season

Athletes 18; 11 males, 7 females

Mitch Cooper
Joel Tobin - White
Alexander Anderson
Thomas Hedley
Callum Drake
Nathan Buschkuehl
Ben Huggett
Corey St. John
Matt Jamieson
James Chronis
Simon Carey
Anna Coldham

Squad 2009/10 season

Athletes 39; 24 males, 15 females

Henry Moore
Lachlan Brown
Lucas VanGulick
Jake Strini
Risdon Weatherall
Jack Harris
Matt Cooper
Matthew Goessler
Joel Tobin - White
Jarrod Lindsay - King
Alexander Anderson
Dylan Eeles

Georgie Connor
Emily Cust
Sarah Harkin
Erin Gangelhoff
Jaimi Chisholm
Geordie Fyfe



Fraser Grant
Todd Meehan
Sascha Bondarenko
Corey St.John
Ben Huggett
Mitch Cooper
Nathan Buschkuehl
Callum Drake
James Chronis
Mitch Lewis
Matt Jamieson
Simon Carey
Kirsty Deacon
Lorna Muir
Melanie Hunter
Zoe Osborn
Meg Stevenson
Nitel Asil Tunas
Georgie Connor
Anna Coldham
Nicole Blythe
Emily Cust
Cassie Donald
Leanne Szeto
Sarah Harkin
Jaimi Chisholm

**Coaches 2008/09 Season
Home Coaches**

Nick Conway
Fab Andreoni
Eric Hanssen
Jarrod Evans
Sean Foster
Brian Vernon
Simon Knowles
Jono Hall

**Coaches 2009/10 Season
Home Coaches**

Nick Conway
Fab Andreoni
Eric Hanssen
Jarrod Evans
Sean Foster
Simon Knowles
Jono Hall
Frank Strini
Vladimir S
Frank McShane

TVDP Sponsors

Scody, Events Worldwide, TriSpecify, Torq Nutrition

In 2008/09 two new sponsors have joined the TriVic Development Program.

Trispecify – A High Performance testing centre run by Jamie Rhodes – former TVDP & VIS triathlete. TriSpecify will provide scientific testing for our ITU Junior athletes.

TriSpecify is located in Carrum Downs and will service the TVDP for the 2009/10 FY.

Torq Nutrition – A European based company, Torq has a long history with Mountain Bike racing and will support our TVDP athletes with additional nutritional supplements. All supplementation will be in consultation with athlete parents and/or as advised by medical practitioners.



Future Development

The TVDP continues to grow and prosper in Victoria. Our aim is still to provide the best ITU draft legal athletes into the Victorian Institute of Sport – Triathlon Program.

Future directions include a promotional campaign towards the secondary schools participating in the TriVic All School Competition.

National Junior Triathlon Series 2008/09

The 2008/09 National Junior Triathlon Series saw the below athletes compete on the National stage. 10 athletes competed nationally for Victoria in 2008/09.

Jaimi Chisholm, Sarah Harkin, Erin Gangelhoff, Nathan Buschkuel, Corey StJohn, James Chronis, Matt Jamieson, Simon Carey, Ryan Smith, Ben Huggett.



The 2009/10 National Junior Triathlon Series will see an increase of 4 athletes competing for Victoria on the national stage, bringing the total to 14:

Sarah Harkin, Nathan Buschkuel, Corey StJohn, James Chronis, Matt Jamieson, Simon Carey, Ryan Smith, Mitch Lewis, Ben Huggett, Jarrod Lindsay-King, Sascha Bondarenko, Anna Coldham, Camille Hudson, Leanne Szeto.

2008/09 National Competitions:

12 – 14th December, 2008

Runaway Bay, Queensland

3 Day ITU Junior Event and Aust Youth Olympics qualifier

24 – 25th January, 2009

Canberra ITU National Junior Series event

14 – 15th February, 2009

Hobart ITU National Junior Series event

28 Feb – 2nd March, 2009

Gold Coast ITU National Junior Series event

Ryan Smith and Erin Gangelhoff have been selected to the Australian Aquathlon team for the Triathlon World Championships, Gold Coast, September 2009

Gavin O'Sullivan
TVODP Manager



VIS Triathlon Program Report

Jonathan Hall has been overseas over the past months and unfortunately at the time of compiling the AGM his report had not been received.





Triathlon Victoria Technical Committee

The 2008/09 season saw another positive year for Victoria's Technical Program (TVTC) with an increase from 35 active Technical Officials (TO's) to our current 49 active TO's, an increase of 40%. This should be viewed in light of the fact that in 2006/07 we only had 20 active TO's.

This increase in numbers can be attributed to the course structure for Level One courses. A theory based session on a Saturday is followed by a Sunday Duathlon or Triathlon race where new TO's are taken around the course by experienced TO's and shown what they had learnt the day before. This helped to break the ice for TO's attending their first race and shows them that it can be an enjoyable and rewarding exercise.

Last season saw the TVTC conduct two Level One courses. We had 15 attendees to these courses. In addition a Level 2 course was conducted as both a promotion course as well as a refresher for some of our more experienced TO's.

During the season we effectively 'lost' 4 TO's, who were moved to the "Inactive" list. None of these people participated in the Technical program in 2008/09.

We also had a number of promotions, with 3 TO's moving from Level 1 to Level 2 and one moving from Level 3 to NTO.

During the year we had a Technical presence at 33 Victorian Races, with a total of attendance of 186 Technical team members. Particularly pleasing was the number of officials provided to our biggest key series, Brooks/Gatorade, where with the exception of Port Arlington, we were able to provide 9 to 12 officials. Other key events that were strongly supported include Shepparton Half Ironman, Geelong 70.3 and Geelong Challenger Series race. Several Victorian officials also attended interstate races including Perth and Hobart events.

However we were unable to support a number of rural races, with people unwilling to travel to some of the country areas. This is an issue that will need to be addressed. It should be noted that with the exception of Maryborough we do not have any qualified TO's outside the metropolitan area.

TO's in our program are paid a Field of Play (FOP) payment of \$ 30.00 per event attended \$50.00 as Race Referee (RR) or at State Championships the RR or TD are paid \$ 75.00. The Technical team also supported the sanctioning process, which with the changes instigated by the TriVic office, ran relatively smoothly this year.

The Triathlon Victoria Technical Committee only meet twice during the year but was supplemented with regular phone and email correspondence. No appeals to disqualifications or official protests from competitors were heard during the season.

It is planned to conduct at least one Level One course in the near future and another one later if the demand warrants. It is also planned to conduct another Level 2 course both as a promotion opportunity and as a refresher.

At the end of last season I made the decision to step down from the position of Chairman of the Technical Committee due to work commitments. Bec Craine has offered to take over this position, with Jon Treloar continuing as TATC representative for Victoria.

One issue that will need to be addressed in the coming season is a review of the level of equipment required to support the Technical Program, with additional polo shirts, vests and whistles required. A replacement water temperature thermometer is also required.

Lastly, I would like to thank the Tri Vic office staff for their considerable support during the year; it certainly made my job easier.

Peter Aldridge
Triathlon Victoria Technical Chair



APPENDIX 1

Audited Financial Report