



TRIATHLON NSW ANNUAL REPORT 2019 - 20



TRIATHLON
NEW SOUTH WALES



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2019-20 BOARD

The names of the Directors in office at any time during, or since the end of the financial year are:

PRESIDENT

Glenn SCHWARZEL

Elected 11th August 2008

Re-Elected 21st November 2018

Appointed President 8th February 2019

VICE-PRESIDENT

Tommy MORWOOD

Elected 21st November 2018

Appointed Vice President 8th February 2019

INTERESTED DIRECTOR

Steven NEWMAN

Elected 22nd November 2017

Re-Elected 27th November 2019

INTERESTED DIRECTOR

Scott KING

Elected 22nd November 2017

Retired 27th November 2019

INTERESTED DIRECTOR

Michael GLEESON

Appointed 20th June 2013

Re-Elected 27th November 2019

INTERESTED DIRECTOR

Lucy BURGMANN

Elected 20th June 2014

Re-Elected 21st November 2018

INTERESTED DIRECTOR

Carolyn EGAN

Elected 27th November 2019

INDEPENDENT DIRECTOR

John STROUD

Elected 11th November 2012

Re-appointed 8th December 2018

INDEPENDENT DIRECTOR

Jo BANNING

Appointed 9th February 2019

During the financial year, 11 meetings of Directors were held.

2019-20 STAFF & COMMITTEE MEMBERS

CHIEF EXECUTIVE OFFICER

Adam WICKS

OPERATIONS MANAGER

Chris CUNNINGHAM

COACH EDUCATION & PATHWAY MANAGER

Mick DELAMOTTE

MANAGER EVENTS/TECHNICAL

David WILLIAMS

COMMUNICATIONS & MARKETING MANAGER / JUNIOR DEVELOPMENT OFFICER

Alana LEABEATER

AUDITOR

Greg THOMPSON of THOMPSONS AUSTRALIA

SUB-COMMITTEES

President & CEO are ex-officio Members on all Sub-Committees

TECHNICAL COMMITTEE

David WILLIAMS (Manager Events / Technical) - Chair

Margaret GEORGE

Deanna WATERS

CATHERINE ROSS

Grant HOLMAN

Sarah MAGUIRE

SUE HORSBURGH

Ben MILDREN

John SMITH

Adam WICKS (Executive Director - ex-officio)

LIFE MEMBERS

Steve RAY elected 2001

Peter BERNARD elected 2004

Greg WELCH elected 2004

Garry CLARKE elected 2007

Craig ALEXANDER elected 2009

John SMITH elected 2009

Stephen TUDJMAN elected 2018

Michellie JONES elected 2018



MESSAGE FROM THE PRESIDENT

PRESIDENTS REPORT 2019 / 2020

*"I love a sunburnt country,
A land of sweeping plains,
Of ragged mountain ranges,
Of droughts and flooding rains."^[1]*

If Dorothea Mackellar had managed to include a reference to a pandemic she'd have been called a prophet instead of a poet.

Her best-known poem, My Country, written over 100 years ago, is as relevant today as ever. We emerged from winter and ran into one of the toughest summers on record.

By late November most of the eastern seaboard clubs were experiencing air quality issues, others bushfires, dust, then floods. By March of 2020 the final third of the financial year was to be lost to the pandemic.

Congratulations to all that have seen it through and in particular the vital volunteer groups that have kept our sport and clubs alive.

2020 has certainly brought into focus the importance of the volunteer and I thank each and every one of you for the work you have done this year whether that be on a club committee, coaching, officiating or assisting with club activities.

On a positive note a number of successful events did proceed prior to the March shutdown around the state. The Technical Report later in this document shows just how many events triathlon clubs delivered. Five of the top seven Race Directors for delivered events nationally are in NSW. This is because of our strong club culture.

If you look ahead to our Annual Financial Statements you will find that we have returned a solid profit this financial year and are in a strong financial position. This is a credit to our CEO's, Adam Wicks, prudent financial management and the guidance he received from our volunteer Finance and Audit Committee.

A number of planned initiatives were unfortunately forced to go on hold along with a freeze on spending

since March. These responsible measures had to be taken whilst our financial future remained uncertain at that time. It is pleasing to see we have emerged financially sound.

This year, in conjunction with the Regional Academies of Sport, we redesigned the Pathway Model for young and aspiring junior triathletes and I congratulate Triathlon NSW Head Coach Mick Delamotte for his work to bring this to fruition. We hope to be able to provide more young triathletes with more opportunities more often.

The significance of the Junior State Championship weekend hosted by the Orange Triathlon Club continues to grow and evolve into the states pinnacle junior race weekend. The recent widening of the bike track at Gosling Creek will only serve to enhance the events reputation.

I was fortunate to attend the Women Only Triathlon launched and successfully executed by the Bathurst Triathlon Club. A fantastic initiative and a pre cursor to the current "Womens Only Triathlon Events", funding for which was obtained last year but like many things had to be held over until this year to be delivered.

Both clubs deserve accolades for their commitment and expertise in delivering these marquee events. I congratulate and commend everyone involved.

Well done also to the 11 clubs that have risen to the occasion to host their own "Womens Only Triathlon Event" in the coming months aided by that funding.

Many thanks to the hard working crew at Triathlon NSW and to our valued partners in 2019/ 2020 Billigence and 99 Bikes.

The National review of our structure along with the pursuit of a more efficient and effective operating model continues by Triathlon Australia, now under the title of the Future Operating Model. Triathlon New South Wales, in conjunction with the other States and Territories, continues to play an active and contributory role to the review process.

Which leads me to the Triathlon NSW Board and on behalf of all of us, I'd like to thank our volunteer board who this year had many tough decisions to make. Their collective contribution to planning, strategies and passion for good governance has left Triathlon NSW in a better position than many other sports.

Thanks to Tommy Morwood (Vice President), Carolyn Egan, Jo Banning, Lucy Burgmann, Steven Newman, Michael Gleeson and John Stroud.

Both Tommy and John have indicated they will leave the Board this year. I thank Tommy for his great ideas and support. I especially thank John for what must be very many volunteer days and hours he has contributed to the sport during his 8 year tenure on the TNSW board. If there was such a thing as long service leave for a volunteer role then John has earned it.

As we move forward towards 2021 I would hope we see our commercial race directors able to once again provide quality mass participation events that we can all look forward to competing in.

It's time to renew the passion and enthusiasm, assist your club wherever possible and start planning your next challenge.

See you out there on the starting line.

Glenn.

Glenn Schwarzel

President Triathlon NSW

[1] Second stanza of "My Country", by Dorothea Mackellar, first published 1908.



2019/20 TRIATHLON NSW CEO REPORT

HIGHLIGHTS FROM TRIATHLON NSW IN 2019/2020

CHIEF EXECUTIVE OFFICER REPORT

Welcome everyone to the Triathlon NSW Annual Report!

It is a great privilege that I present my fourth CEO report, since commencing in this role in July 2017.

Prior to COVID-19, Triathlon NSW was on track to have a very successful year across a wide range of metrics and indicators and interest in our sport had never been higher. Particularly now, as we face a once in a generation pandemic, more work is required as our goal remains to grow our membership, which will be even more challenging in the future.

Membership numbers stabilised following three years of decline and race starts were up across both commercial and club races. All clubs and volunteers are to be congratulated for the work undertaken to attract and maintain members along with the great events, training programs and social calendars they offer.

Triathlon NSW maintained its status as having the largest membership base in Australia, accounting for 32% of the nation's membership with 5507 Members.

The supportive collegiate environment that clubs create is a vital part of our sport and that sense of belonging is a key driver for attracting and maintaining interest, and it has never been more important than now. Staying connected during COVID19 was vital and the ways in which our sport and clubs adapted is something which we can all be very proud of.

Members and clubs remain our lifeblood of our sport and the key focus for our Operations Manager, Chris Cunningham. He has continued to do some wonderful work with and provide support to club committees in a variety of ways such as: assistance to make their volunteer roles easy and efficient,

membership recruitment and retention, governance support and the delivery of the Interclub Series. I thank him for his dedication, commitment and support he offers the organisation.

A large focus for the organisation was the successful delivery of the Interclub Series 02 (ICS2) which saw a revamped Sydney league system that included promotion and relegation. Something we hope to embed into the system next season, pending commercial events returning. The signs remain positive that our clubs and their members find this concept a worthwhile investment of our staff time, fostering further healthy interclub rivalry.

At the start of the season an objective of Triathlon NSW was to seek out opportunities to drive greater value and benefit into membership. This has been achieved through our enhanced relationships with Race Directors. We were able to negotiate discounted race entries and give away more free entries to commercial races than any other season. We extend our thanks to Elite Energy, and NXSports for their ongoing support of the concept and continued understanding that event participation is strong if club membership is strong.

Elite Energy delivered two races at Kurnell on our behalf and we extend our thanks to Elite Energy and their CEO, Mark Emerton, for his ongoing support and commitment to the sport, and for assisting us on our mutually beneficial goals. Regrettably, the TNSW Club Championships, scheduled for May 2020 was not able to proceed, but the initial uptake of registrations gave us confidence that the race is still special in our community, and in time, we are sure it will return to be the flagship event for the sport.

Junior Development continued to be a priority for Triathlon NSW and something in which we continually invest. A welcomed addition and support in this space on a part-time basis was Alana Leabeater. With a continued goal of growing Junior Participation (both in affiliated club land and through schools). I extend a warm welcome to Alana and look forward to seeing her flourish in our organisation.

She grew our 'Triathlon in Schools' program made possible by the ongoing financial sponsorship and support of Billigence, who continue to back junior development in NSW. Alana was also able to oversee the delivery of the 'Billigence Talent ID Academy' in December 2019. This new concept, supported by our Coach and Education Pathway Manager, Mick Delamotte, brought together 37 new talent transfer athletes into the sport, providing a 'first touch' experience which will hopefully set them on their journey and lifelong enjoyment of the sport of Triathlon.

Mick Delamotte continued to deliver the nations best Junior Development Program, delivering high quality learning opportunities for juniors around NSW. The focus remains on supporting our athletes to thrive and survive in the long run, if and when they turn from a junior athlete to a professional. Additional resources and investments have occurred, to support the parents of athletes too, as we are aware that it is a team effort that makes success. Likewise, we've continued to support and invest the coaches of these athletes, offering professional development during this season.

Triathlon NSW continues to sanction over 400 races in NSW. We thank Dave Williams for the professionalism and manner in which he conducts this process, making TNSW the leader amongst all State Triathlon Associations (STTA's) in terms of service offered and sanctioning process. His

calm demeanour and ability to support our clubs to great outcomes when dealing with councils and other stakeholders has assist the sport to keep club events running.

I wish to extend my thanks to Glenn Schwarzel, Triathlon NSW president, for the countless number of hours he commits to the sport, as a volunteer, out of love and respect for triathlon. The majority of members in our association have no concept of the quantity of hours he commits to TNSW, and I wanted to use this public opportunity to thank him for everything he does.

I also wish to thank all my fellow CEO's from the STTA network, Triathlon Australia's CEO, Miles Stewart and Stewart Hoopmann (TA CFO) for their ongoing commitment and support. Their support and assistance is a testament to the 'Whole of Sport' manner in which we conduct our business and operate.

Whilst the future remains an unknown as we slowly attempt to return a new 'Normal', we remain committed to growing this wonderful sport for our members and their clubs, and are eager to rise to the challenge in season 2020/2021 to support our clubs as they rebound and rebuild after COVID.

Please take some time to read the reports contained in this document. They are a testament to the staff members dedication and commitment.



FINANCIAL PERFORMANCE SUMMARY

The Triathlon NSW Board reports a net surplus for the year ended 30 June 2020 of \$137,946. The organisation is in a sound financial position by having retained earnings of \$421,185. The Financial Performance this year was a result of strict and prudent financial control, including a complete stop in all unnecessary fixed costs, due to COVID-19. This was the Whole of Sport financial position, based on the extreme uncertainty and unknown future the sport faced both in NSW and Australia, between March and June 2020.



MEMBERSHIPS

Triathlon NSW maintained its status as having the largest membership in Australia, accounting for 31% of the nation's membership, with 5,507 Members.

A breakdown of membership by member type and year.

YEAR	JUNIOR	ADULT	NON-COMPETING	COACH	PROFES-SIONAL	ANNUAL TOTAL	GROWTH %
2004/05	245	2736	30	30	45	3177	
2005/06	199	2046	14	39	45	2438	-23.3%
2006/07	226	1922	20	49	43	2398	-1.6%
2007/08	263	1968	24	45	41	2528	5.4%
2008/09	234	2076	27	49	50	2668	5.5%
2009/10	177	2456	29	59	58	3100	16.2%
2010/11	215	2575	31	66	46	3233	4.0%
2011/12	306	3084	40	68	63	3894	20.8%
2012/13	367	3417	80	75	43	4392	12.8%
2013/14	875	5488	202	165	52	6782	54.4%
2014/15	1252	4974	157	160	57	6600	-2.7%
2015/16	1232	5044	148	152	59	6635	0.2%
2016/17	908	4903	145	152	58	6166	-7%
2017/18	1012	4406	160	148	54	5780	-6.26%
2018/19	922	4267	153	169	59	5570	-3.77%
2019/20	932	4167	174	174	60	5507	-1.13%

CLUBS

In what could be considered an extraordinary understatement, the 2019/2020 season was very much a season of two halves for the Triathlon Clubs of NSW. Business as usual to begin, followed by months of adapting to the new 'normal'.

This season, for the most part, was one of the unpredictable and the unforeseen. Amongst the chaos however remained one constant. One familiar light, shining bright as always. The Triathlon NSW club network and its ability to provide for its members.

Covid, more than ever before, exposed the vital and irreplicable environments that are created by Triathlon Clubs in NSW. Environments that allow athletes to find a community in which they can be supported and guided through their Triathlon journeys. A community that also supports and guides athletes through life and the challenges that present. Covid and its impact being one such challenge that for many was easier to tackle with the support and guidance of their clubs and fellow club members.

The resolute nature upheld by our clubs in the face of such uncertain times came as a surprise to no one, but comes with sincere appreciation from all. The sport of Triathlon in NSW has managed to survive and even thrive due to our club network, thanks to the unrelenting work ethic and highly skilled nature of the volunteers that power them.

After reading the above and comprehending how vital clubs are to the landscape of Triathlon in NSW, it should come as no surprise that Triathlon NSW continued to prioritise club support and education within its operational and strategic remit. To echo previous years, we as an organisation are strong when our club network is strong.

The 2019/2020 season saw yet further investment in Club Development practices and yet further alignment of Club Development into all departments of Triathlon NSW. The strategic shift over recent years that has seen Club Development come to the forefront of Triathlon NSW operations began to bear fruit, with membership bouncing back after several years of steady decline and the relationships with the

key stakeholders from within clubs, at arguably its strongest ever.

Triathlon NSW is committed in its pursuit of ensuring that we are able to provide best practice support to clubs to enhance their operational capability and strategic direction and the 2019/2020 season was yet another step in the right direction.

Major Club development initiatives that occurred during the 2019/2020 season are listed below;

1. Further development of prosperous relationships with affiliated clubs
2. Further integration of Triathlon NSW Clubs into the Triathlon NSW Communications and Marketing strategy and Junior Pathway strategy
3. The refinement of the Club Membership Insight (CMI) data mining tool that tracks membership month to month for clubs. This assists clubs to compare their membership from previous seasons against current season.
4. Continued investment in an online strategic planning tool for clubs called Top Club
5. Continued investment in an online training and resource hub called Club Spot
6. Further development into the Interclub concept designed to recognise and reward club performances
7. Planning around conducting Strategic Planning sessions with Triathlon NSW clubs

I would also like to welcome our newest affiliated club in NSW, Tri Mob. Tri Mob Intro.

I would also like to farewell Forbes Triathlon Club and Temora Triathlon Club.

Both Forbes and Temora will be sorely missed by both Triathlon NSW and their local communities. I would like to thank all those involved at the club for the efforts they put in over the years.

Chris Cunningham
Operations Manager

TNSW INTERCLUB 02 REPORT

The 2019/2020 season played host to the second edition of the Triathlon NSW administered Interclub competitions. This was termed Interclub 02, or ICS02.

Following on from a successful debut season, the Triathlon NSW Interclub competitions made further inroads to becoming a prestigious and revered competition for clubs and individuals alike, as the concept became further embedded into club culture and athlete motivation.

The Interclub competitions continued to promote positive club cultures and member engagement.

At the conclusion of Interclub 01, Triathlon NSW conducted a full internal review to ask what was working, what needed improving and what could be done better. The overwhelming feedback was that the introduction of the Interclub Series competitions had enriched the Triathlon NSW landscape.

The one major change that was implemented for the second season as a result from the review, was the removal of the Sydney Regional based divisions that were launched in Interclub 01. Thus, the old regions of Sydney North, Sydney South East and Sydney South West no longer existed, instead they were replaced with three new divisions called 'Sydney Triathlon Premier League (STPL), Sydney Triathlon League 1 (STL1) and Sydney Triathlon League 2 (STL2)'.

All 21 clubs from Sydney were divided into three new divisions based on their results during Interclub 01 (taking into account variations between the quantity of rounds that existed across regions). Promotion was introduced meaning at the conclusion of Interclub 02, the top two clubs of Sydney Triathlon League 1 (STL1) and Sydney Triathlon League 2 (STL2) were to be promoted up a division. Likewise, relegation was introduced resulting in the bottom two clubs of Sydney Triathlon Premier League (STPL) and Sydney Triathlon League 1 (STL1) to be relegated down a division.

Unfortunately, ICS02 ended prematurely due to Covid.

In order to ensure that recognition and reward for participation and performance, which is the sole basis of the Interclub Competitions, still occurred, it was decided that the ICS02 season was NOT BE DEEMED NULL AND VOID but instead, ICS02 standings as they currently stood were final.

Due to the premature season ending as a result of Covid, promotion occurred in Sydney competitions but relegation didn't.

To support the Interclub Series competitions, a standalone website continued to be administered. The website continued to be the 'one stop shop' for members to gain further information on the races in the series, the competition tables which were updated after each race along with an FAQ's section to provide further clarity regarding the rules and regulations around this concept.

CENTRAL WEST








Central West	
#Club	Total
1  Orange Piranhas	120
2  Mudgee Red Devils	96.5
3  Bathurst Wallabies	83
4  Dubbo Stampede	48.5
5  Cowra Cobras	19.5

Orange were perfect for all five rounds and stormed to the Central West title. Mudgee won a close battle with Bathurst for 2nd.

NEW ENGLAND

Due to Covid and event cancellation due to weather, there were no New England events during Interclub 02.

NORTH COAST

North Coast	
#Club	Total
1  Byron Breakers	57.5
2  Coffs Harbour Rockets	56
3  Clarence Valley	43
4  Hat Head Hammerheads	38.5
5  Ballina Seahorses	36
6  Tweed Valley Volcanoes	15.5
7  Port Macquarie Pelicans	11.5

The Byron Breakers won their first title by just 1.5 points over the reigning champs, the Coffs Harbour Rockets. Clarence Valley again performing well to finish 3rd.

SOUTH COAST

South Coast Standings - Interclub 02	
#Club	Total
1  Jervis Bay Dolphins	82.5
2  Kiama Coasters	68.5
3  Shellharbour Mariners	63
4  Illawarra Cannons	61.5
5  Highlands Shaggy Cows	33.5
6  Eurocoast Nomads	25

The Jervis Bay Dolphins bounced back from a quiet Interclub 01 to shock everyone by claiming the South Coast title in Interclub 02. The reigning champs, the Kiama Coasters finished 2nd.

SYDNEY TRIATHLON PREMIER LEAGUE

Sydney Triathlon Premier League (ICL02)	
#Club	Total
1  Hills Red Army	107.5
2  Cronulla Sharks	87.5
3  Sydney Tri Giants	87
4  Balmoral Purple Thunder	71
5  Balance Bolt	61
6  Panthers of Penrith	60
7  Macarthur	57.5

The Hills Red Army were unstoppable and claimed more silverware to add to their ever growing trophy cabinet. The Cronulla Sharks held off the fast improving STG to claim the runner up spot. No teams were relegated.

SYDNEY TRIATHLON LEAGUE 1

Sydney Triathlon Premier League (ICL02)	
#Club	Total
1  Hills Red Army	107.5
2  Cronulla Sharks	87.5
3  Sydney Tri Giants	87
4  Balmoral Purple Thunder	71
5  Balance Bolt	61
6  Panthers of Penrith	60
7  Macarthur	57.5

Warringah ended the season on top to be crowned champions, winning promotion to the Sydney Triathlon Premier League in the process alongside Concord TC. No teams were relegated.

SYDNEY TRIATHLON LEAGUE 2

Sydney Triathlon League 2		
#Club		Total
1	 Rozelle Pulse	71.5
2	 Eastern Suburbs Swans	45.5
3	 Northern Suburbs Mighty Mites	39.5
4	 WS FilOz Eagles	21.5
5	 T4 North Bondi Tritans	18.5
6	 Lion Island Lions	18
7	 LAPD Lightning	10.5

Rozelle Pulse were seriously impressive all season long to win Sydney Triathlon League 2. They also secured promotion to Sydney Triathlon League 1 alongside the Eastern Suburbs Swans with the Northern Suburbs Mighty Mites just missing out.

MVP

MVP stands for Most Valuable Performer.

Performance Points gained from a top 10 Age Group (AG) placing at an event on a Regional Interclub Series Calendar go towards individual athlete awards.

They are as follows;

SERIES MVP = The athlete who accumulates the most performance points within their Interclub Series competition e.g. South Coast MVP

CLUB MVP = The athlete who accumulates the most performance points within their club E.g. Coogee Comets MVP.

> South Coast Logo

The Besnard Medal (South Coast MVP)

Cherryl Freeman

Kiama Coasters

-> North Coast Logo

The Elvery Medal (Joint North Coast MVP)

Georgia Ensbey

Coffs Harbour Rockets

Kim Elvery

Clarence Valley Stingrays

Nerida Clarke

Byron Breakers

Paivi Hanninen

Byron Breakers

-> Sydney Triathlon Premier League Logo

The McEwan Medal (STPL MVP)

George Miller

Sydney Tri Group Giants

-> Sydney Triathlon League 1 Logo

The Renton Medal (STL1 MVP)

Graeme Beattie

Warringah Waves

-> Sydney Triathlon League 2 Logo

The Verry Medal – (STL2 MVP)

Jayden Schofield

Pulse

-> Central West Interclub Series Logo

Central West Interclub MVP

Abby Dean

Orange Piranhas

-> Central West Interclub Series Logo

Central West Interclub MVP

Ronda Gainsford

Mudgee Red Devils

The Club MVP's for Interclub 02 were as follows;

Australian Chinese Dragons – Yanyan Jia

Balance Bolt - Jocie Evison

Ballina Seahorses - Cameron Slack-Smith

Balmoral Purple Thunder - Lauren Wilson

Bathurst Wallabies - Thomas Hanrahan

Bondi BRATS - Oliver Nicolle

Brighton Polar Bears - Otto Jaeger-Lund/David Sullivan

Clarence Valley Stingrays - Kim Elvery

Coffs Harbour Rockets - Georgia Ensbey

Concord - Luke Jones

Coogee Comets - Joseph Robinson/Danyella Eberle

Cowra Cobras - Glen Hudson

Cronulla Sharks - Jennifer McDonald

Dubbo Stampede - Ben Orford

Eastern Sububs Swans - Claire Crennan

Engadine Dingoes - Laurel Rogers

Eurocoast Nomads - Daniel Lloyd-Jones

Hat Head Hammerheads - Peter Needs/Donna Farrer

Highlands Shaggy Cows - Liam Hinchcliffe

Hills Red Army - David McEwan

Illawarra Cannons - Sile Crowe

Jervis Bay Dolphins - Rod Rose

Kiama Coasters - Cheryl Freeman

LAPD Lightning - Jane Cooper/Eugene Irvin

Lion Island Lions - N/A

Macarthur - Robert Picken

Mudgee Red Devils - Ronda Gainsford

North Bondi T4 Tritans - James Byrne

Northern Suburbs Mighty Mites – Helen Kennedy

Orange Piranhas - Abby Dean

Paivi Hanninen/Nerida Clarke - Byron Breakers

Panthers of Penrith - Aimee Carlin

Port Macquarie Pelicans - Margaret Lawn

Rozelle Pulse - Jayden Schofield

Shellharbour Mariners - Luke Heckenberg/Rob Spicer

Sydney Tri Giants - George Miller

Tweed Valley Volcanoes - Chris Goudkamp

Warringah Waves - Graeme Beattie

Western Sydney FilOz Eagles - Sharon Mojica

Triathlon NSW look forward to what happens during Interclub 02 and wish all clubs and athletes the best of luck.

TECHNICAL REPORT

TNSW MANAGER EVENTS / TECHNICAL – END OF 2019/20 SEASON REPORT

TRIATHLON NSW TECHNICAL COMMITTEE

The Triathlon NSW Technical Committee is a subcommittee of the Board, chaired by the Manager Events / Technical. Other committee members are appointed by the Board for a two-year term. The 2019/20 Technical Committee met monthly by teleconference, with attendances as follows:

NAME	APOLOGIES	ATTENDANCES (Max 12)
Dave Williams (Manager Events / Technical) - Chair	1	11
Margaret George	2	9
Deanna Waters	0	12
Sue Horsburgh	1	11
Grant Holman	0	12
Sarah Maguire	2	9
Catherine Ross	0	12
John Smith	2	9
Adam Wicks (Executive Director – ex-officio)	2	10

At the end of the season Margaret George, Deanna Waters and Sarah Maguire were required to step down from the Committee, having completed their two year terms. This did not preclude them from nominating for the 2020/21 committee.

SKILLS OF THE 2019/20 TECHNICAL COMMITTEE

The Committee consisted of a diverse range of technical experience (between 4 and 21 years of service). Individuals within the 2019/20 Committee brought with them the following skills and experience to the Committee:

- Team leadership
- Risk management
- ITU officiating experience
- Workplace health and safety
- Senior officiating service in swimming NSW events
- Triathlon event organisation
- Volunteer management
- Triathlon competition
- Triathlon club management

This unique skill set allowed the Committee to make considered and informed decisions on all matters brought before them throughout the season.

AIMS AND OBJECTIVES OF THE TECHNICAL COMMITTEE

On behalf of the Board, the Technical Committee oversaw the development and training of over 50 accredited NSW technical officials in 2019/20. The main aims of the Committee were as follows:

- i. Ensure a technical presence at every open, sanctioned event in NSW
- ii. Provide high quality officiating at events
- iii. Provide a safe environment which gives opportunities for all officials to maximise their potential
- iv. Manage a program which exceeds the minimum requirements of the Sport Australia's officiating accreditation scheme

Contribute to TNSW meeting its responsibilities under NSW legislation

EVENT SANCTIONING

In 2019/20, 324 multisport events in NSW were sanctioned.

This included 40 open events and 281 club events conducted by 38 affiliated clubs, as follows:

CLUB (events)		
Albury (3)	Cowra (6)	Mudgee (6)
Armidale (7)	Cronulla (9)	Newcastle (6)
Balance (1)	Dubbo (5)	Orange (8)
Ballina (5)	Echuca Moama (11)	Penrith (7)
Balmoral (2)	FILoz (1)	Port Macquarie (9)
Bathurst (5)	Forster (12)	Scone (5)
Belgravia (7)	Gunnedah (4)	Singleton (5)
BRATS (7)	Highlands (4)	Tamworth (10)
Central Coast (9)	Illawarra (6)	Tomaree (6)
Clarence Valley (9)	Lake Macquarie (8)	Tweed Valley (23)
Coffs Harbour (11)	Macarthur (11)	Wagga Wagga (5)
Concord (20)	Maitland (6)	Warringah (6)
Coogee (4)	Moree (10)	

COMPARISON WITH 2018/19

As a result of the premature end to the season, the NSW racing calendar was reduced by around 15%, compared to 2018/19.

NSW HAS A STRONG CLUB CULTURE

NSW continued its proud tradition of having the strongest club culture in the country.

In 2019/20 nearly 60% of all sanctioned club events held nationally were conducted by NSW clubs.

2019/20 ACHIEVEMENTS

1. Delivery of Ongoing Education and Personal Development

- Three Local Technical Official (LTO) training courses were delivered face-to-face, which had twenty three attendees in total
- Five prospective officials completed the theory component of the online LTO training course which was launched mid-season.
- In association with the NSW Office of Sport, four technical officials attended High Performance Officiating workshops conducted by five-time International Cricket Council Umpire of The Year, Simon Taufel. Simon also presented at our annual Triathlon NSW Technical Forum, which was held in October.

2. Launching of an Online Technical Official Training Course

- An online LTO training course was developed by TNSW in 2018/19, and this was rolled out nationally during the 2019/20 season. It is expected that prospective officials living in remote areas will be attracted to this course, with the outcome being safer and fairer events nationwide.

3. Attendance at Events

- Accredited Triathlon NSW officials attended 98% of all open sanctioned events that required technical officials. The one event that we were unable to service was Hillston. In this

case the Sanctioning Officer worked remotely with the Event Organiser to ensure a safe event.

participate in our sport safely again in 2020/21.

Finally, a big thank you to Adam and the Team at Head Office for their support throughout the season.

RELATIONSHIP WITH TRIATHLON AUSTRALIA

From time to time, and with the approval of the Executive Director, the TNSW Manager Events / Technical provided assistance to Triathlon Australia's National Manager / Technical in the management of the National Officiating program. This included:

- Sanctioning of all ACT and Northern Territory events,
- Assistance with the ongoing development of the Online Sanctioning Portal,
- Development of operational documentation and policies, and
- Development and delivery of training programs to technical officials.

CONCLUSION

The NSW technical program remains in a strong position. The management of the technical program meets the officiating requirements of Sport Australia. The introduction of an online LTO course has made becoming a technical official more accessible and this will result in a continued strong officiating presence at our events. Opportunities continue to be provided to officials to maximise their potential via mentoring, targeted training and challenging field of play appointments.

The COVID-19 virus has presented a unique challenge to the sport's stakeholders, including technical officials. This challenge is not insurmountable. Through collaboration with NSW open race directors, affiliated clubs and Triathlon Australia, guidelines and procedures have been developed which will ensure that our members will again have plenty of opportunities to compete /

David Williams

Manager Events / Technical

10 September, 2020.



COACH AND ATHLETE DEVELOPMENT

COACH EDUCATION & ATHLETE DEVELOPMENT PATHWAY REPORT

I will start this year's report with the words I used to conclude last year's report.

"Our Pathways program is continually evolving from year to year, with continued improvement in governance, structure, support and therefore enhancing the opportunities for athletes to progress. We will continue to engage with stakeholders, value the support from home coaches, parents, TNSW head office staff, our ED and Board who all play critical roles in a continuing evolving sport and National Pathway model."

We have certainly executed in evolving our Pathway in NSW. From a governance perspective we reviewed and updated selection policies to target athletes not only with demonstrated results in draft legal events but importantly, those who possess the behaviours and attributes that are consummate to success in the future. We want to attract and retain coachable, resilient, adaptable and committed talent and we continue to use an evidence based approach to this process. Again, always evolving but continually improving, the type of athlete we see as our future Olympic Champions. We developed our Mixed Team Relay selection policy to allow for a variety of scenarios previously unforeseen.

We can maximise our reach and productivity across the State through the continued support and engagement of our network of accredited triathlon coaches, affiliated clubs and Regional Academies of Sports. To conclude the season, and gain the perfect springboard to season 2020/2021, we have revamped our pathway and retired the old 'Talent ID Squad'. In its place, we've created the Rest of State Talent Academy (ROSTA), launching next season. We've redesigned our 3-tiered Pathway model and developed our own State 'FTEM' Pathway model based off the National Framework, gaining assistance from the NSW Office of Sport. This work will continue over the next 12 months to ensure

we embed further substance underpinning athlete develop over the coming years.

We continue our strong relationship with the Regional Academies of Sport and aligned selection policies and program deliverables & we were delighted to increase the number of Triathletes into the Northern Inland Academy of Sport for this season and beyond, re-establishing a foothold in a region that has historically produced Major Games medallists.

The support network behind athletic success is crucial, especially in athletes' developmental years. We enhanced our parent engagement and provided further online resourcing specifically assisting parents through international organisations 'Working with Parents in Sport' & 'Changing the Game Project'. Our Coach development was multifaceted, with Foundation Coaching courses in metro & regional NSW, the mentoring of club junior coaches and integration of our Coaching network into the Pathway providing understanding of our Philosophy and methodologies.

At an athlete level our focus has been to develop skills and promote athlete availability and robustness. We can have a high impact in developing world class skills to our young athletes and giving them the insight and tools to be healthy and robust, thus enhancing long term training consistency and ultimately performance. This focus, along with the exposure and development of life skills provides the foundations to future success. Our research clearly indicates that early success is not an indicator of Elite performance, in fact quite the opposite.

We conducted our inaugural Billigence Talent ID Academy Camp which targeted newbies to our sport and provided opportunities for exposure to fundamental skills and knowledge of Triathlon. This camp was concluded with a Triathlon professionally run by Mildren events. The camp, which was the brainchild of Billigence founder Jana Kapr acted primarily to introduce kids to our sport, the knock on

effect being that athletes who joined our sport via this pilot program, now form part of our Pathway. We are looking forward to providing this camp again and not only introducing many other kids to Triathlon but providing development opportunities to Foundation and Development level coaches in a residential environment.

The formation of the Billigence Pathway Championship Series over winter will see a State based Pathway focussed race calendar that provides high quality racing opportunities for our NSW & ACT based athletes. With an emphasis on 'racing to learn' each event provides for a different racing format on challenging and technical courses promoting skill acquisition and problem solving. The events, which are run by our affiliated Triathlon Clubs who graciously put up their hands to do so are unique in their gender and age 'neutral' race formats which allows for close, competitive racing regardless of athlete's ability, age, experience and gender. This ultimately allows greater exposure and tighter, fun racing experiences for our Pathway athletes.

I am genuinely excited for our Billigence Pathway Championship Series, the continued roll out of our Coach education and Parent engagement sessions, athlete camps and clinics. Importantly we will continue our mindset of evolution through continued stakeholder buy in and adopting National High-Performance Program initiatives as directed. We will introduce yet another Regional Academy Program into our Pathway Model in 2020/21 (to be announced during the season), kick off Mixed Team Relay specific initiatives and further refine and build on the great work previously created by all involved.

I am looking forward to ultimately providing opportunities for our talent to shine and thrive, to ultimately see our NSW Youth, Juniors & U23's dominate on the world stage in the years to come & also develop our future world leading High Performance Coaching staff.

Finally, it's important to recognise our continued success at a National level with our athletes

performances at the National Junior, U23 and Mixed Team Relay Championships in Devonport TAS in February 2020.

Josh Ferris picked up a Silver medal in the Australian Junior Men's Sprint Championships, the first Australian male across the line. Congratulations to Josh and his Coach Mick Ferris. Luke Schofield won the U23 Men's Sprint Championships from fellow New South Welshman Lorcan Redmond (coached by Dan Atkins) to give NSW the Quinella. Now an Olympic event in its own right our State Junior Mixed Relay Team of Josh Ferris, Caitlin Sendt (Coached by Guy Creber), James Olson-Keating & Jacinta Cliff (Coached by Brendan Sexton) hit the podium with a 3rd place overall.

Congratulations to those athletes and home Coaches for their performances.

I look forward to the season ahead, there is plenty to be excited about. Together, we are setting a benchmark Nationally for Pathway progression and whilst our foundations are strong we have to capitalise on the momentum we have created as a community.

#NSWStrong

Mick Delamotte

Coach Education & Pathway Manager



PHOTO CREDIT: JOHN WARTERS

JUNIOR DEVELOPMENT REPORT

Junior involvement in multisport in NSW has continued to stay strong, with 922 junior athletes across the state and over 294 junior events delivered at the close of the year. We are appreciative of the tireless work of our affiliated clubs that support junior development at the grassroots level, from running kids races to organising junior-specific training and coaches. Creating a fun and supportive space where kids can give triathlon a go, race with their friends and learn some new skills is an important part of keeping them engaged and active for life.

The highlight of this year for junior development was the inaugural Billigence Talent ID Academy Camp in December, designed to attract talent transfer athletes aged 12-16. The three day live-in camp at the Sydney Academy of Sport & Recreation at Narrabeen hosted 38 students from 24 different schools, and was facilitated by a great mix of professional coaches including Olympian Brendan Sexton. Despite looming bushfire smoke, the athletes undertook a range of fun swim, bike and run training sessions as well as some personal development and bike mechanics workshops led by Mick Delamotte.

The camp culminated in a mini triathlon delivered by Mildren Events on-site, which gave the athletes a chance to test out their new skills in front of their parents and new friends. The experience of the camp is perhaps best summarised by the following feedback from one of the younger athletes: "I really enjoyed it and would love to come again, I had so much fun and I didn't want it to end." Our thanks go to Billigence for their continued support of junior development in NSW; to Ben & Kylie Mildren for delivering a great event for the athletes; and to coaches Mick Delamotte, Andrew Tong, Tristan Harrison, Peter Clifford, Symon Astley and Brendan Sexton (with special guest Charlotte McShane!). We look forward to delivering another Talent ID Academy camp in 2020/2021.

Other highlights for junior development this year include:

- A continuing partnership with Orange Triathlon Club to deliver the successful Super Sprint Championship Weekend.
- School assembly visits in the Sydney metro area to support local club events, reaching an estimated 2000 students.
- Creation of a continually updated Junior Race Calendar, identifying club and commercial events for children of all ages state-wide.
- Three activations set up at the Weet-bix Tryathlon events, promoting local clubs and Triathlon NSW membership through a fun 'mini triathlon' activity; assisted by junior triathletes from the NSW Development Pathway and promoting local club junior programs.
- Two school clinics completed to prepare students for the Hills Zone Sports Association Triathlon and the NSW All Schools Triathlon, with students achieving excellent results at the race in February; and
- Building relationships with a number of schools to encourage involvement in multisport through their local club or other races; including the delivery of a Foundation Coaching Course targeted at secondary school teachers.

We look forward to continuing a steady growth in junior development by expanding on our reach in schools and other sports clubs; supporting our clubs to deliver rewarding grassroots junior development activities and programs; and increasing opportunities for current juniors and potential junior members across the state, through further Talent ID clinics, school clinics, racing opportunities and links to local clubs.

As always we would like to thank our clubs, parents and coaches for their continued support of our juniors, and we look forward to another great year of junior development!

Alana Leabeater
Junior Development Officer

EVENT PARTNERS

EVENT PARTNERS

The Kurnell Triathlon Series and NSW Club Championships



SUPPORTERS



DIRECTOR'S REPORT

PRINCIPAL ACTIVITIES

The principal activities of the Company during the financial year were in accordance with the objects of the Company as outlined in the constitution which are:

- A. to be the governing body for Triathlon in New South Wales and be recognised as such by Triathlon Australia Limited and the New South Wales Government;
- B. unite the Recognised Triathlon Clubs and Individual Members;
- C. encourage, administer, promote, advance and manage Triathlon in New South Wales through participation, competition and commercial means;
- D. ensure that Triathlon in New South Wales is carried on in a manner, which secures and enhances the safety of participants, officials, spectators and the public and which allow the sports to be competitive and fair;
- E. adopt, formulate, issue, interpret, implement and amend from time to time by-laws, rules and such other regulations as are necessary for the control and conduct of Triathlon in New South Wales;
- F. develop, manage and govern Triathlon in New South Wales in accordance with and having regard to the By-rules, rules and policies formulated by the Company;
- G. arrange, administer, manage and / or conduct state championships for Triathlon;
- H. determine, arrange and publish an annual New South Wales Triathlon calendar of events;
- I. pursue through itself or other such entity commercial arrangements, including sponsorship and marketing opportunities, as are appropriate to further the Objects;
- J. formulate or adopt and implement appropriate policies, including policies in relation to sexual harassment, equal opportunity, equity, drugs in

sport, health, safety, infectious diseases and such other matters as arise from time to time as issues to be addressed in connection with Triathlon;

- K. do all that is reasonably necessary to enable these Objects to be achieved and to enable the Members to receive the benefits which these Objects are intended to achieve;
- L. co-operate or join with or support any association, organisation, society, individual whose activities or purposes are similar to those of the Company or which advance Triathlon in New South Wales;
- M. have regard to the public interest in its operations;
- N. and undertake and or do all such things or activities as are necessary, incidental or conducive to the advancement of these Objects

OPERATIONAL REVIEW

FINANCIAL OPERATING RESULTS

The surplus of the Company for the year ended 30th June 2020, amounted to \$137,946.

DIVIDENDS PAID OR DECLARED

In accordance with the Constitution of the Company the income and property of the Company must be applied solely towards the promotion of the Objects.

No portion of the income or property of the Company may be paid or transferred, directly or indirectly by way of dividend, bonus or otherwise to any Member,

No remuneration or other benefit in money or money's worth may be paid by the Company to any Member who holds any office of the Company.

FUNDING OF OPERATIONS

The Company has maintained its activities in the furtherance of its objectives through volunteer member resources, funding grants from government agencies, sponsorship and membership levies and income generated through the conducting of triathlon events in the state of New South Wales.

OTHER ITEMS

Significant Changes in State of Affairs

No significant changes in the Company's state of affairs occurred during the financial year.

After balance day events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out in the Financial Reports.

Rounding of amounts

The Company is an entity to which ASIC Class order 98/100 applies and, accordingly, amounts in the financial statements and directors' report have been rounded to the nearest dollar.

Environmental Issues

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.



DIRECTOR AND COMPANY SECRETARY INFORMATION

INFORMATION ON DIRECTORS

The names of the Directors in office at any time during, or since the end of the financial year are:

PRESIDENT

Glenn SCHWARZEL

Elected 11th August 2008

Re-Elected 21st November 2018

Appointed President 8th February 2019

VICE-PRESIDENT

Tommy MORWOOD

Elected 21st November 2018

Appointed Vice President 8th February 2019

INTERESTED DIRECTOR

Steven NEWMAN

Elected 22nd November 2017

Re-Elected 27th November 2019

INTERESTED DIRECTOR

Scott KING

Elected 22nd November 2017

Retired 27th November 2019

INTERESTED DIRECTOR

Michael GLEESON

Appointed 20th June 2013

Re-Elected 22nd November 2019

INTERESTED DIRECTOR

Lucy BURGMANN

Elected 20th June 2015

Re-Elected 21st November 2018

INTERESTED DIRECTOR

Carolyn EGAN

Elected 27th November 2019

INDEPENDENT DIRECTOR

John STROUD

Elected 11th November 2012

Re-appointed 8th December 2018

INDEPENDENT DIRECTOR

Jo BANNING

Appointed 9th February 2019

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

MEETINGS OF DIRECTORS

During the financial year, 11 meetings of directors were held. Attendances by each director during the year were as follows:

NAME (Alphabetical order)	MEETINGS ELIGLE TO ATTEND	MEETINGS ATTENDED
Lucy Burgmann	11	9
Jo Banning	11	10
Carolyn Egan	7	7
Michael Gleeson	11	8
Scott King	4	3
Steven Newman	11	9
Tommy Morwood	11	8
Glenn Schwarzel	11	11
John Stroud	11	9

COMPANY SECRETARY

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the Company.

The following person held the position of Company Secretary at the end of the financial year:

Adam Wicks

Chief Executive Officer

Triathlon New South Wales Limited

OPTIONS

NO OPTIONS GRANTED OR OUTSTANDING

No options over issued shares or interests in the Company or a controlled entity were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

PROCEEDINGS ON BEHALF OF COMPANY


NO LEAVE OR PROCEEDINGS

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

The Company was not a party to any such proceedings during the year.

SIGN OFF DETAILS

Signed in accordance with a resolution of the Board of Directors:



Glenn Schwarzel

President

Triathlon New South Wales Limited

31st October 2020

Annual Financial Statements

Triathlon New South Wales Limited

ABN 90 267 328 115

For the year ended 30 June 2020

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INDEPENDENT AUDITOR'S REPORT

To: The Members of Triathlon New South Wales Limited

ABN 90 267 328 115

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Triathlon New South Wales Limited, which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entity's declaration.

In my opinion the financial report of Triathlon New South Wales Limited has been prepared in accordance with the *Corporations Act 2001* including:

- a) giving a true and fair view of the company's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards to the extent described in Note 1 and the *Corporations Regulations 2001*.

Basis for Opinion

The audit has been conducted in accordance with Australian Auditing Standards. The auditor's responsibilities under those standards are further described in the Auditor's responsibilities for the Audit of the Financial Report section of this report. I am independent of the company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. Other ethical responsibilities have also been in accordance with the Code.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

The company is responsible for the other information. The other information comprises the information included in the company's annual report for the year ended 30 June 2020, but does not include the financial report and my auditor's report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with the audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated.

-3-

Sydney

PO Box 70
Miranda NSW 2228

Wollongong

Level 2, 1 Rawson Street
Wollongong NSW 2500

Darwin

Unit 5, 16 Charlton Court
Wooliner NT 0820

Enquiry

 gthompson@thompsonsastralia.com.au
 0408 274 443
ABN 68 869 147 675



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If, based on the work performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of the Company for the Financial Report

The company is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the *Corporations Act*, and for such internal control as the company determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the company is responsible for assessing its ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the company either intends to liquidate or to cease operations, or has no realistic alternative but to do so.

The company is responsible for overseeing its financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the company.
- Conclude on the appropriateness of the company's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in the auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the company regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Greg Thompson

Date 28th day of October

PO Box 70
Miranda NSW 2228

Statement of Comprehensive Income

Triathlon New South Wales Limited For the year ended 30 June 2020

	NOTES	2020	2019
Income			
Grants Revenue		113,420	80,000
Technical Services & Licence Fees		33,668	44,658
Other Contribution Revenue		61,241	48,499
Trading Profit		392,455	402,236
Total Income		600,784	575,393
Other Income			
Interest Received		2,198	1,133
Total Other Income		2,198	1,133
Total Income		602,981	576,526
Expenses			
Event Expenses		-	(39)
Grants to Other Organisations		7,318	4,909
Marketing & Communications		1,594	5,731
Depreciation		221	1,833
Office and Occupancy		4,216	4,774
Rent		22,863	27,174
Project Activities Expenses		21,770	17,953
Employee benefits and contractor expenses		362,621	406,174
Travel and Accommodation		34,929	43,119
Other Expenses		9,505	15,404
Total Expenses		465,036	527,033
Net Surplus/(Deficit) from all activities		137,946	49,492

The accompanying notes form part of these financial statements.

Statement of Financial Position

Triathlon New South Wales Limited As at 30 June 2020

	NOTES	30 JUN 2020	30 JUN 2019
Assets			
Current Assets			
Cash and Cash Equivalents	2	349,253	373,774
Receivables	3	4,245	1,038
TNSW Term Desposit	2	150,000	-
Triathlon NSW Term Deposit	2	250,000	-
Total Current Assets		753,498	374,813
Total Assets		753,498	374,813
Liabilities			
Current Liabilities			
Provisions	5	15,049	13,406
Payables	6	317,265	78,168
Total Current Liabilities		332,313	91,574
Total Liabilities		332,313	91,574
Net Assets		421,185	283,239
Equity			
Retained Earnings		421,185	283,239
Total Equity		421,185	283,239

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

Triathlon New South Wales Limited For the year ended 30 June 2020

	2020	2019
Equity		
Opening Balance	283,239	233,746
Increases		
Profit for the Period	137,946	49,492
Total Increases	137,946	49,492
Total Equity	421,185	283,239

The accompanying notes form part of these financial statements.

Statement of Cash Flows

Triathlon New South Wales Limited For the year ended 30 June 2020

	2020	2019
Cash flows from operating activities		
Receipts from operations	629,553	637,611
Receipts for operations	(486,432)	(582,037)
Total	143,121	55,573
Interest Received	2,198	1,133
Total Cash flows from operating activities	145,319	56,707
	2020	2019
Cash flows from investing activities		
Purchase of assets	-	-
Total Cash flows from investing activities	-	-
	2020	2019
Cash flows from financing activities		
Items from financing activities	230,817	574
Total Cash flows from financing activities	230,817	574
	2020	2019
Cash and cash equivalents		
Net income (decrease) in cash held	376,136	57,281
Cash and cash equivalents at the beginning of the reporting period	373,843	316,562
Total Cash and cash equivalents	749,979	373,843

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Triathlon New South Wales Limited For the year ended 30 June 2020

1. Statement of Significant Accounting Policies

The financial statements are special purpose financial statements that have been prepared in accordance with Accounting Standards (including Australian Accounting Interpretations) and the *Corporations Act 2001* for the use by the Members and Board of Directors of Triathlon New South Wales Limited.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements cover the economic entity of Triathlon New South Wales Limited as an individual economic entity. The Company is limited by guarantee, incorporated and domiciled in Australia.

The following is a summary of the material accounting policies adopted by the Company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(b) Basis of Preparation

Reporting Basis and Conventions

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

(c) Comparative Figures

Where required by accounting standards comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(d) Inventories

Inventories are measured at the lower of cost, net realisable value or current replacement cost. Inventories acquired at no cost, or for nominal consideration are valued at the current replacement cost as at the date of acquisition.

(e) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair values as indicated, less, where applicable, accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Company commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Asset classes carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

(f) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position. Term deposits with maturity of three months or more have been shown as investments.

(g) Employee Benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at present value of the estimated future cash out flows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

(h) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the entity commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately. Financial instruments are classified and measured as set out below.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability, which is extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

Classification and subsequent measurement

Finance instruments are subsequently measured at fair value, amortised cost using the effective interest rate method, or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short term profit taking, or where they are derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(1) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period, which are classified as non-current assets.

(2) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the entity's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Held to maturity investments are included in non-current assets, except for those which are expected to mature within 12 months after the end of the reporting period. If during the period the company sold or reclassified more than an insignificant amount of the held-to-maturity investments before maturity, the entire held-to-maturity investment would be tainted and reclassified as available-for-sale.

(3) Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments. Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period.

(4) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At the end of each reporting period, the entity assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

(i) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(j) Contributions

Triathlon New South Wales Limited receives non-reciprocal contributions from the government and other parties for no or a nominal value. These contributions are recognised at the fair value on the date of acquisition upon which time an asset is taken up in the balance sheet and revenue in the income statement.

(k) Revenue

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of services is recognised upon the delivery of the service to the customers.

(l) Intangibles

Software

Software is recorded at cost. Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and two years. It is assessed annually for impairment.

(m) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(n) Rounding of Amounts

The Company has applied the relief available to it under ASIC Class Order 98/100 and accordingly, amounts in the financial report and directors' report have been rounded off to the nearest \$1.

(o) Impairment of Assets

At each reporting date, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an asset's class, the entity estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation reserve in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

(p) Classification of leases in financial statements of leases

Leases of fixed assets, where substantially all the benefits and risks incidental to the ownership of the asset, but not the legal ownership, are transferred to the entity are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any residual values. Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the entity will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

(q) Critical accounting estimates

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

Impairment

The Company assesses impairment at each reporting date by evaluation of conditions and events specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

(r) Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

	2020	2019
2. Cash and Cash Equivalents		
Bank Accounts		
TNSW Term Desposit	150,000	-
Triathlon NSW Term Deposit	250,000	-
NAB Trading account	349,141	94,281
NAB Cash Maximiser	112	279,493
Total Bank Accounts	749,253	373,774
Total Cash and Cash Equivalents	749,253	373,774
	2020	2019

3. Receivables

	2020	2019
Current		
Accounts Receivable	4,245	1,038
Total Current	4,245	1,038
Total Receivables	4,245	1,038
	2020	2019

4. Property Plant and Equipment

	2020	2019
Plant and Equipment		
Plant and Equipment at Cost	63,623	63,623
Accumulated Depreciation of Plant and Equipment	(63,623)	(63,623)
Total Plant and Equipment	-	-
Total Property Plant and Equipment	-	-
	2020	2019

5. Provisions

Provision for annual leave	15,049	13,406
Total Provisions	15,049	13,406
	2020	2019

6. Payables

Current		
NAB Mastercard	9	666
Accounts Payable	41,634	6,351
Grant Revenue Received in Advance/Unearned	274,000	55,000
Other Current Liabilities	399	816
GST and PAYG Withholding	-	15,335
Revenue Received in Advance	273	-
Superannuation payable	950	-
Total Current	317,265	78,168
Total Payables	317,265	78,168

7. Notes to the Statement of Cash Flows

For the purposes of Cash, the company has included all of Cash at Hand, Cash at Bank and the Asset – Investments Less Accrued Income as all investments are considered to be highly liquid.

Cash at the end of the reporting period as shown in the statement of Cash Flows is reconciled to the related items in the Balance Sheet position as follows:

	2020	2019
Reconciliation of cash		
Cash (bank only)	349,253	373,774
Total Reconciliation of cash	349,253	373,774

	2020	2019
Non-cash Financing & Investing Activities		
Non cash financing & investing activities	-	-
Total Non-cash Financing & Investing Activities	-	-

	2020	2019
Reconciliation of Net Cash Used in Operating Activities to Operating Result		
Operating result	137,946	49,492
Movement in receivables	(3,207)	7,796
Movement in other advances / deposits	219,000	5,000
Movement in inventory	-	-
Movement in creditors and other payables	22,396	(5,007)
Total Reconciliation of Net Cash Used in Operating Activities to Operating Result	376,135	57,281

8. Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

	2020	2019
9. Auditors' remuneration		
Audit Fees	5,300	4,925
Total Auditors' remuneration	5,300	4,925

10. Financial Instruments

(a) Financial Risk Management

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable.

The company does not have any derivative instruments at 30 June 2020.

Treasury Risk Management

A Finance and Audit Committee meets on a regular basis to analyse financial risk exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

Financial Risk Exposures and Management

The main risks the company is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

Interest Rate Risk

Interest rate risk, when applicable, is managed with a mixture of fixed and floating rate debt. At 30 June 2020 there is no fixed rate or floating rate debt.

Foreign Currency Risk

The company is not exposed to fluctuations in foreign currencies.

Liquidity Risk

The company manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquidity is maintained.

Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. The company does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the company.

There are no material amounts of collateral held as security at 30 June 2020.

The trade receivables balances at 30 June 2020 and 30 June 2019 do not include any counterparties with external credit ratings

Price Risk

The company is not exposed to any material commodity price risk.

Net Fair Values

The net fair values of listed investments, if relevant, are valued at the quoted market bid price at balance date adjusted for transaction costs expected to be incurred. For other assets and other liabilities the net fair value approximates their carrying values. No financial assets or financial liabilities are readily traded on organised markets in standardised form other than listed investments. Financial assets where the carrying amount exceeds net fair values have not been written down as the company intends to hold these assets to maturity.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the balance sheet and in the notes to the financial statements.

Triathlon New South Wales Limited has no non-current borrowings as at 30 June 2020..

11. Capital Management

Management controls the capital of the company to ensure that adequate cash flows are generated to fund that returns from investments are maximised. The Finance and Audit Committee ensures that the overall risk management strategy is in line with this objective.

The Finance and Audit Committee operates under policies approved by the board of directors. Risk management policies are approved and reviewed by the board on a regular basis. These include credit risk policies and future cash flow requirement.

The company's capital consists of financial liabilities, supported by financial assets.

Management effectively manages the company's capital by assessing the company's financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels.

There have been no changes to the strategy adopted by management to control the capital of the company since previous year.

12. Company Details

Registered Office

The registered office and principal place of business of the company is:

Triathlon New South Wales Limited
Suite 509

55 Holt Street,
SURRY HILLS NSW 2010

13. Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding amounts and other obligations of the company. At 30 June 2020 the number of members was 5,506 (in 2019 number of members was 5,570).

Segment Reporting

Triathlon New South Wales Limited For the year ended 30 June 2020

	NOTES	2020 EVENTS	2020 PATHWAY PROGRAM	2020 SUPPORT/ADMIN	2020 UNASSIGNED	2020
Income						
Grants revenue		-	-	30,000	83,420	113,420
Revenue						
Commercial income		-	-	10,000	-	10,000
Technical Services & Licence Fees		32,657	-	1,012	-	33,668
Income from investment activities		-	-	2,198	-	2,198
Membership & affiliation income		-	-	382,454	-	382,454
Other contribution income		-	57,182	4,959	(900)	61,241
Total Revenue		32,657	57,182	400,623	(900)	489,561
Total Income		32,657	57,182	430,623	82,520	602,981
Total Income		32,657	57,182	430,623	82,520	602,981
Expenses						
Grants to other organisations		-	7,318	-	-	7,318
Marketing & Communications		-	-	1,594	-	1,594
Office and Occupancy		-	-	27,079	-	27,079
Other Expenses		-	2,847	6,878	-	9,725
Project Activities		3,185	16,920	1,666	-	21,770
Staffing & contractors		8,679	59,191	17,841	276,909	362,621
Travel and Accommodation		3,780	25,965	5,174	10	34,929
Total Expenses		15,644	112,242	60,231	276,919	465,036
Surplus/ (Deficit)		17,013	(55,060)	370,392	(194,399)	137,946

The accompanying notes form part of these financial statements.

Directors Declaration

Triathlon New South Wales Limited For the year ended 30 June 2020

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, present fairly the company's financial position as at 30 June 2020 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

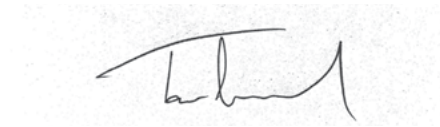
This declaration is made in accordance with a resolution of the Board of Directors.

Director:]



Glenn Schwarzel.

Director:



[Handwritten signature]

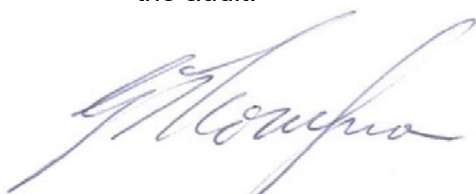
Sydney: 19th November 2020

AUDITOR'S INDEPENDENCE DECLARATION

To: the Committee of Triathlon New South Wales Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2020, there have been:

- no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.



Greg Thompson

Sydney 25 June 2020

Darwin

Unit 5, 16 Charlton Court
Woolner NT 0820

Sydney

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Miranda NSW 2228

Wollongong

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Enquiry

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