



TRIATHLON VICTORIA



2011-2012 ANNUAL REPORT

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1. The Organisation

Triathlon Victoria Inc. (“TriVic”) is the peak body for the sport of triathlon in Victoria.

TriVic was incorporated in the late 1980s and is presently established on the basis of individual membership. It has 24 affiliated clubs, 6 affiliated training squads and 4 affiliated schools. That number is continuing..

TriVic, Triathlon Australia and the other State and Territory triathlon associations have a common mission and shared objectives.

Our mission is to ensure the existence of quality participation opportunities and pathways within the sport of triathlon in Australia through achieving the following key objectives:

Organisational Excellence

“To build a sustainable and prosperous organisation by enabling innovation, collaboration and excellence in the development of its assets”

Participation

“To grow participation in the sport of triathlon by providing leadership and increased opportunities”

Memberships

“To grow membership by increasing the number of new members and retaining existing members”

Events


“To ensure that opportunities exist at all levels to compete in events of the highest quality through leadership and collaboration”

High Performance

“Sustained international success through the provision of an effective and efficient athlete and coach pathway”

Brand

“To develop the brand of triathlon so as to increase external investment in the sport”



2. Key People

COMMITTEE

President	Tony Burke
Treasurer	Steven Gatt
Committee Member – TVDP	Neil Brewster
Committee Member – TO	Sally Ham
Committee Member – Club Engagement	John Barker
Committee Member – Social Media	Sarah De Wolf
Chief Executive Officer	Simon Auty
Office Manager	Sue Sharples
Auditor	Tim Meehan CA Prospect Accountants
TVDP Manager	David Huggett

3. Committee

Tony Burke – Committee President

Tony Burke is the President of Triathlon Victoria. He is 59 years of age. He has degrees in Arts and Law and post-graduate qualifications in business management. He has been in private legal practice for over 30 years and focuses on small and medium enterprise commercial and property matters. He has undergone director training with the Australian Institute of Company Directors and is a past President of the Law Institute of Victoria (the peak body for Victoria's lawyers) a past director of the Law Council of Australia and has other board roles. He is an age group triathlete and has twice been an age group member of Australian teams at World Championships.

Steven Gatt – Committee Treasurer

Steven completed a Bachelor of Business (Accounting) at Swinburne and is a member of CPA Australia. He is currently completing a Masters in Business (Sports Management) at Deakin University. Steven has over 16 years' experience working in finance at BHP/BlueScope Steel and has recently started his own company that provides a variety of business services to corporations, small business and sporting organisations – Jadestone Business Services. Steven was a member of the Livingstone School Council for 4 years and held the Treasurer position on that school council for 2 of those years. Steven spent 3 years as co-ordinator of the Vermont Auskick centre and is currently involved with Triathlon Kids which is the junior program at Nuna Tri Club. He has been competing in triathlon events since 2007 and recently completed his first Long Course triathlon.

John Barker - Committee

John works in financial services and has owned an insurance broking firm and now runs a financial planning practice. John still consults to the insurance broking firm having been involved in this field since 1984. He's been doing triathlons since 1983 with Hastings his first race, a 2/68/30 race. Since then he has competed most years although sometimes lightly due to work constraints. He has done numerous Sprint, Olympic, Half and Full Ironman races plus several Marathons. A keen age grouper who, as they say in horse racing 'follows them around'. He's been a member of MPTC since 2001 was Treasurer for 5 years and has been a President for the last couple of years. He is also Chairman of the Triathlon Australia Awards Committee.

Neil Brewster - Committee

Neil works for the NAB currently as Project Manager and has held several Operations Management positions in his 20+ yrs with the organisation. Neil has been in and out of Triathlon since 1987. Currently serving his third term on the Board, Neil is a current practising Level 2 HP coach heading up the swim program at Manningham (MTRIM)



Triathlon

club.


Neil is passionate about the sport and is focused on coaching and athlete development and establishing an athlete career pathway to the Olympics. Neil is currently architecting the TVDP program where he also coaches.

Sally Ham - Committee

Sally has a Diploma of Management from Swinburne and is a Recognised Practicing Triathlon Coach. She has had a varied career, across a number of industries, including managing staff within a busy telephone advertising centre in the media and was Administrator for the Melbourne 2006 Commonwealth Games. She is a past CEO of Triathlon Victoria and previously served a short period on the TV Committee and is currently President and coach at Taylormade TC and is an age group triathlete.

Sarah de Wolf - Committee

Sarah has an Economic and Social History degree from the University of Exeter (UK), Chartered Insurance Institute (part qualified) and Lloyds of London Market exam. Currently a full time housewife and mother of 3. She took up triathlon after moving to Australia 7 years ago, having formerly been a hockey player. She has competed in Sprint, Olympic, Half Ironman and 2 Full Ironman races - the most recent being the inaugural Ironman Melbourne Asia-Pacific Championships. She trains with Triathlon Response Group, and is a member of Bayside Tri Club.



4. In Appreciation

Triathlon Victoria thanks the following supporters and stakeholders for the continued support they have provided:

SPONSORS and PARTNERS

Start-to-Finish, USM Events, SuperSprint, Brooks, Xosize, Puresport, Ventou, Gravity Zero, Yarra Leisure, Triathlon Kids, South Yarra Sports and DeHugg Custom Bikes, V-Line, Sierra Sports Tours, ETPA and Evolution Cycles.

MAJOR STAKEHOLDERS

- Triathlon Australia Limited
- Victorian Government
- Victorian Institute of Sport



5. President's Report

I report to members on the activities of the Association during the financial year ended 30 June 2012 and subsequent relevant matters.



Change of Presidents

I took over as president at the 2011 Annual General Meeting following the retirement of Don Larkin.

Over three years Don Larkin served the Association and the sport with distinction. He assumed the role at short notice when the then President David Grant found himself unable to continue due to professional commitments.

Don came to his role at Triathlon Victoria with a distinguished pedigree. He had long been a participant in the sport and was indeed one of the earlier adopters of Triathlon in Victoria. Don has had a distinguished career in government, in commerce and on the boards of a number of not for profit organisations. He brought to his role at Triathlon Victoria a deep appreciation of the importance of corporate governance and strategic planning. He judiciously recruited a skills based board.

It is fair to say that Don represented the interests of Triathlon Victoria in the national discussions in a forthright manner. He was a great advocate for transparency and better communication, particularly as between the Board of Triathlon Australia and its constituents. That we now experience a much higher level of communication and cooperation throughout the sport in Australia is in large part a testament to Don Larkin's influence.


Don we are grateful for your service to the sport. We acknowledge your significant contribution. We thank you for giving of yourself as a volunteer.

Ballarat Triathlon Festival

One event looms particularly large in the year just ended.

As you would expect, we routinely seek feedback from our members about their expectations of us. It was clear from a detailed survey that we commissioned that our members expect that Triathlon Victoria over time would seek to establish its own events. Our members want more events away from the Melbourne metropolitan area. They want more Olympic distance events.

So in the early part of 2011 we established arrangements for the Ballarat Triathlon Festival, based around Lake Wendouree. It involved a community fun run, a sprint distance triathlon and a Olympic distance triathlon. We had support from Ballarat Regional Tourism and Vicrail. However, the event was not successful and we lost money. There were a number of converging factors. Whilst the course is extremely well suited for the triathlon, we



encountered lousy weather. It rained and rained. Sadly, promises of support and promotion from our regional partners were not coupled with performance on the ground.

The loss that we suffered on the Ballarat Triathlon Festival and its implications consumed the association during the year just ended. We came close to going broke as a result.

In the event we had to go cap in hand to Triathlon Australia for help. We subjected ourselves to a critical analysis of what we did right and what we did wrong. We exposed ourselves to the judgment of others around the triathlon community and resolved that we would not embark on any future like endeavour unless it was sufficiently underwritten.

We take no pride in the outcome of the Ballarat Triathlon Festival. Collectively we failed to bring to the process a sufficient degree of rigour and analysis. We were somewhat naive in our trusting of our commercial partners. Fortunately, we have learnt a great deal and developed systems and procedures to ensure that there is no repetition. Indeed I am pleased to report that our recent Yarrowonga Triathlon Festival which concluded several weeks ago was a success; it was conducted on a break even basis, without any cost to Triathlon Victoria. It has established the foundations for future successful events in years to come. The feedback has been very positive and Yarrowonga Mulwala Tourism has committed to support another festival in 2013.

National Operating Model

Over the year to 30 June 2012 a great deal of work has been done around the country by the Presidents and Executive Officers of each of the State and Territory Associations and Triathlon Australia.


What began with a facilitated planning session in Melbourne late last year has quite simply culminated in a complete revision of the membership model for the sport in Australia. In remarkably short period we have moved to a single membership model, a much reduced range of membership categories and an approach where the collective revenues of the sport are allocated to meet the collective need.

For this to have been achieved was only possible because of a quite remarkable degree of cooperation and goodwill around the Triathlon community in Australia. Parochial considerations have been put to one side in the interest in the sport as a whole and there is a shared commitment to move Triathlon to being an exemplar of best practice in the delivery of effective, efficient and economic services to members throughout the country.

There is no doubt that Victoria is a major beneficiary of this new model. But for it we would have started the 2012/2013 financial year with a significant challenge.

So it is appropriate that as President of Triathlon Victoria I acknowledge the cooperation of the Presidents and Executive Officers of each other State and Territory Triathlon Association throughout Australia and, in particular, the leadership of David Ferrier who chaired the National Operating Model Committee.

There is still much work to be done. Just recently the National Operating Model Committee revisited its terms of reference and recalibrated them for the year to come.





Simon Auty

Simon has been Chief Executive Officer now for about 18 months.

Simon came to us with no background in the sport of Triathlon but with a long history of involvement in the management of sporting associations.

In quick order, Simon mastered this new domain and brought to the role of CEO a calm, professional and balanced approach that has served us extremely well. Simon has developed a close and mutually respectful relationship with Executive Officers of the other State and Territory Associations, and with Anne Gripper as CEO of Triathlon Australia. In the year just gone those personal relationships at an operational level have been entrenched and extended and there is now a collaborative and cooperative approach around the country to identify opportunities for further cooperation, economies and efficiency.

Simon Auty is a key player in those discussions and he is well respected for his contributions. We acknowledge Simon's invaluable support during the year.

Sue Sharples

Our office manager Sue Sharples has been with Triathlon Victoria now for more than three years and is a font of great knowledge for those who deal with the office across a broad range of issues. On a number of occasions Sue has provided essential administrative support to our junior athletes participating in the TVDP training camps and is now an accredited Triathlon coach in her own right. Sue takes great delight in the success of our young athletes and is greatly respected and liked by them and their parents.

We are grateful for Sue's support during the 2011/2012 year.


Committee acknowledgement


Both Don Larkin and I have been the beneficiaries of a supported and talented committee. Organisations such as Triathlon Victoria cannot operate without the selfless support of a number of volunteers.

We have a small but very capable committee comprising Steven Gatt, John Barker, Sally Ham, Neil Brewster and Sarah De Wolf.

Sally Ham's contribution will be evident from a separate report on the technical program. Suffice to say that Sally has been a solid rock of support for our technical program for many years and we would be lost without her.

Neil Brewster's contributions lie in the sustained success of the TVDP program. The success of the many junior athletes coming through the program is testimony to his hard work, ably assisted by Dave Huggett and Sue Huggett and a team of very generous coaches who have been extraordinarily supportive of the program for some years now.





I would like to acknowledge in particular the very significant contribution during the last year by Steven Gatt. It is often said that if you want something done you should ask a busy person. It is hard to imagine how Steve found it possible to find time for Triathlon Victoria as its Treasurer given that in the year just gone Steven and his wife have embarked upon a new business venture, he is continuing in his studies towards a Masters in Sports Administration and is also completing his CPA Australia professional qualifications. And yet, we could not have operated without Steven's managerial and financial expertise. His contribution was particularly significant in our negotiations towards the National Operating Model that we have come through the troubled waters and survived is in no small part due to Steven Gatt's contribution.

And our newest Committee member Sarah de Wolf, Super Sarah, has made a valuable contribution whilst training for and competing in Ironman events and raising a young family.

We are looking to increase the numbers on the Committee and foreshadow changes in our structure to a more club based and club representative approach in the future.

New office

In the year just gone we have also relocated our office. For some years we were based in a back office of a back building at the back of the Frankston Campus of Monash University at Frankston. What can I say!! It seemed like a good idea at the time!!


Being based at Frankston worked against us. It was just too far away from where we needed to be and was time consuming to visit.


We took the initiative and negotiated relocation to our new office at Small Street, Hampton. It is a modest space in a modern building, but much closer to the heart of Triathlon in Victoria. Increasingly we find our members, coaches and supporters dropping by the office. It is much more convenient for our volunteers and students to visit.

Participation

Perhaps the most significant development was the advent of the Asia Pacific Ironman Championships in Melbourne in March 2012. The event sold out in record time and saw standout performances by Craig Alexander winning the men's event in 7 hours, 57 minutes and 44 seconds and Caroline Steffen winning the women's event in 8 hours, 34 minutes and 51 seconds. That the 2013 event was then sold out in less than 10 minutes is testimony to the fact that there is a huge demand for a quality Ironman event in a major city like Melbourne.

So we can now say to our members in Victoria that regardless of your age, gender or experience there is a Triathlon event that will suit you somewhere close to home. Indeed, it is now possible to plan a life in Triathlon, starting with a Weetbix Kid's event, moving onto a sprint distance event, transitioning to an Olympic distance event and then building up eventually to a full Ironman event. And all within easy reach of Melbourne and on some of





the most attractive courses in the world. There is no other State in Australia where that is possible and nowhere else in the world where that is possible.

Our Partners

Just as in Victoria we have a rich array of events, so also we have strong strategic alliances with some of the best event managers in the sport.

I refer in particular to:

- SuperSprint Events;
- Start to Finish Events;
- USM Events;
- Our affiliated clubs involved in running their own events.

We acknowledge the significant contribution by each to support and develop the sport.

We also acknowledge that behind the scenes our events would not be possible but for the significant goodwill and cooperation from municipal councils where events are located and of course Victoria Police. In large part those good relations depend for their longevity on our sport remaining fair and safe for all participants. That in turn depends upon a consistent, whole of sport, commitment to prudent risk management and consistency in the approach to sanctioning of events. If you like, one of our key roles is to ensure that our risk management processes make it possible for municipal councils and Victoria Police to be comfortable about the staging of our events in public open spaces.

To the future

We will look back on year 30 June 2012 as a particularly tough year in the life of Triathlon in Victoria. There were times during the year when we thought we might not survive.


However, we are now over the worst of it and now the outlook is much more optimistic. Membership is up. With the financial crisis behind us we are now able to spend more time building relationships with clubs and planning for the future.

To use an analogy that should appeal to most of you, we have been swimming through the dumpsters and are now out behind the break with clear water ahead of us and no sharks on the horizon! Let's hope it continues.

Conclusion

Sports like Triathlon and organisations like Triathlon Victoria cannot exist without the active support of volunteers at all levels.






Whether it is as:

- A parent supporting a junior athlete in a TVDP Program;
- A Technical Official getting up early and staying late to ensure that competitions are fair and safe;
- Coaches giving of their knowledge to support others to reach their dreams;
- Club committee members fostering community participation and keeping it viable;
- Elite athletes inspiring others;
- Sponsors who help support programs at all levels;
- Paid employees of Triathlon Victoria;
- Committee members of Triathlon Victoria;

all of you play a critical part and each of you is integral to the success of the sport. So as a representative of the Triathlon Community in Victoria I say thank you for your contribution. Keep it up.

Tony Burke
President



6. Chief Executive Officer's Report

The 2011-2012 year has been a year of significant change for Triathlon Victoria.

Triathlon is a comparatively new sport. Unlike most Olympic sports our traditions and structures do not reach back into the 19th century.



As a result of this our sport continues to evolve and develop at a rapid rate. This presents us with the challenge as an organisation of keeping up with and remaining relevant to both the sport and our membership.

Understanding our members and stakeholders is essential to our strategies and planning. Existing data at both a national and state level has not been of a high enough standard in the past for effective planning

With this in mind we began the 2011-2012 with an extensive survey of our membership and stakeholders, past and present.

Many of the actions we have undertaken in the past year have been driven or underpinned by the results of that survey.

This combined with the excellent work being done by Triathlon Australia in establishing a national framework and centralised collection of data has given us the tools to effectively develop strategies and sound operational plans.

That said from time to time we will make mistakes but the actions we have undertaken have all been driven by the desire to become and remain an effective and relevant organization.

At the forefront of those actions has been a significant re-engagement with our affiliated clubs.

Concurrently we continued to be part of the National Operating Model process. This process was primarily focused on developing a co-ordinated and co-operative approach with Triathlon Australia and the other State Triathlon associations.

The success to date of this process and our own re-alignment has brought us, I believe, to the beginning of a new era for Triathlon Victoria.

We have started the 2012-2013 season with a renewed focus, increased resources and new opportunities.

New Premises



In February we moved from the Monash University campus at Frankston to Small St. Hampton. Frankston had proved to be impractical.

We were able to relocate with little extra cost to Hampton which is centrally located to our operations.

Unlike at Frankston we can now use our office for meetings, courses, storage of technical equipment and all other operations.

If you are in the area we encourage you to drop in as we aim to be accessible to our members.

Membership

In 2011-2012 we reversed the trend of a declining membership finishing the year with 1487 members an increase of 15% over 2010-2011. This met our budget target. As part of the National Operating Model we have agreed to move to nationally consistent membership categories and pricing in 2012-2013. Pricing of this model will encourage club membership. We are again targeting membership growth of 15%.

We had 24 clubs, 6 squads and 4 schools affiliated in 2011-2012


Events

2012 saw Triathlon Victoria run its' first Triathlon for a number of years. This was very much in response to our survey, addressing the lack of Olympic Distance races identified by members. We were also responding to encouragement from SRV to improve our regional focus.

The Ballarat Multisport festival ran in late November with mixed success. There were a number of factors that affected the success of this event. These have been covered in detail previously. Despite weather and other operational challenges the event itself ran quite well and most competitors enjoyed the event.

Financially however the event was clearly a failure. Increased costs and failure to meet competitor targets led to a significant deficit. This cannot be allowed to happen again.

There have however been a number of positives to come out of the event.

- A number of strong partnerships have developed from the event.
 - We have been approached by Yarrawonga Mulwala Tourism to run an event in Yarrawonga. This approach has come with an underwriting offer and a more robust financial model.
 - Ballarat Regional Tourism want to continue to have Triathlon events in Ballarat and will work with us to find a model that can work financially.
- 



Duathlon

This was the first Duathlon series I have been involved with. The partnership between TriVic and clubs in running these events is a model I would like to extend to all our events and operations.

The series itself ran well enough and there are obviously a loyal group of participants who value these races as an important part of off season racing/training.

The data gained from the events has been examined and based on those findings we have developed a new plan for the 2012 series. Personally I believe the Duathlon series has great potential and a sound future.

Race Directors

Victoria has been lucky in having a number of highly professional, competent race directors. SuperSprint, Start-to-Finish and USM events all hold quality races across a range of distances. The Gatorade and Xosize series are the backbone of metropolitan racing and the Geelong Multisport Festival continues to grow in stature.

The introduction of IM Asia Pacific to Melbourne added to an already full calendar. This event by its very size and nature became the focus of events in Melbourne. It provided a welcome boost to the profile of Triathlon in Victoria. Watching the Minister for Sport cheering on competitors in the last hour before the cut-off is a testimony to the power of this event to engage the community.

Triathlon Victoria looks forward to working with race directors in the coming years to meet the needs of our members.


Website and communication

We have spent the last months of the 2012 year preparing for the launch of our new website. This website is a child site of the Triathlon Australia website. A number of states will be adopting the same template. It will be a significant improvement on our current website. We have also ramped up our social media engagement. Our strategy is a three pronged communication offering of; E-news weekly, Website and Facebook. This will allow us to communicate to as many people as possible cost effectively.

Thanks to Sue Sharples for the outstanding job she does getting the E-news out each week and to Anne- Marie Anderson for her work on Facebook.

Funding





We are now operating under a new State Government sport funding model. Under the new model the maximum funding we can receive is \$25,000 per annum. This represents a reduction of \$15,000 in potential funding.

We have been granted the maximum amount of \$25,000 for the next three years. The reduction in funding means places greater emphasis on meeting our membership targets and creating revenue from events.

Some specific project funding is available over and above the annual funding. Under the Target 1000 funding we have secured \$6000 to run a series of coaching courses in regional areas in the 2012-2013 season.

Partners

I would like to thank all our partners who have supported us in 2011-2012. These partnerships are essential to our operations and are greatly valued by us.


Start-to-Finish, USM Events, SuperSprint, VIS, Brooks, Xosize, Puresport, Ventou, Gravity Zero, Yarra Leisure, Triathlon Kids, South Yarra Sports and DeHugg Custom Bikes, V-Line and Sierra Sports Tours.

In Closing.

This has been my first full year in the sport of Triathlon. It has come with its challenges but overall I have found working with our committee, members and clubs extremely rewarding. The passion shown by participants is infectious and I have quickly become an advocate for the sport.

The work that has been done at all levels in Triathlon this year will soon start to deliver tangible benefits to our members and the sport as a whole. I think all who have been involved in the re-engineering over the past year are genuinely excited about the potential moving forward.

Simon Auty
CEO



7. Treasurer's Report

The financial objective for Triathlon Victoria in 2011/12 was to return a small surplus which was achieved in 2010/11 and build an event so that in the future the association does not rely solely on membership fees for financial security.



In 2011/12, the financial result was impacted by the losses sustained in the Ballarat triathlon held in November 2011.

The key reasons for a \$35k loss on events in 2011/12 included:

- Late confirmation of event and registration opening
- Inclement weather over the weekend which impacted on the day entries
- Limited support from local authorities

The president and CEO reports have gone into further details regarding the Ballarat event and the positives that have since come from staging that event.


Since the financial losses sustained and significant cash flow pressures that the result caused for Triathlon Victoria, a significant effort has been put into our risk assessment processes and approval of future initiatives that rely on the commitment of financial resources.

I am pleased to report that these processes have added further rigour and involvement of committee members and staff of both Triathlon Victoria and Triathlon Australia and played an important role in the successful event held at Yarrowonga Mulwala.

Another significant development that commenced in January 2012 in the implementation of the National Operating Model that involved all STTA's and TA which has:

- Reduced the complexity of membership categories across the Nation
- Reduced the annual membership fees in Victoria for those that are members of an affiliated club
- Increased the funding available to increase the staff resources at Triathlon Victoria
- Improved the efficiencies in administration by increased support across the STTA's

The increased resources will allow Triathlon Victoria to:

- 
- improve the services to clubs and members
 - establish programs to build the growth in juniors
 - improve resources for coaches and technical officials
 - build our event in Yarrowonga/Mulwala into an integral event on the Triathlon calendar in Australia

It is our hope by building the strength of our clubs; more triathletes will join clubs and the association and together grow the sport across Victoria.

The 2011/12 financial year is best described as a turbulent one. I am pleased to have come through the other end and we have great positivity in the future of the sport and the association for both the current and future years.

Steven Gatt
Treasurer



8. Technical Program Report

Overview

In 2011/12 the Triathlon Victoria Technical Committee (TVTC) program began a focused consolidation and growth phase. The first stage of the plan was put into place – grow the team numbers. We conducted one x L2 and three x L1 TO courses in comparison to only one x L1 TO course in 2010/11. Shepparton 70.3 triathlon had a team of 12 completely filled by Victorian TO's (not achieved for many years); the majority of metropolitan races had a full contingent of TO's and we fielded 22 TO's on March 25 at both the Melb IM and XOSIZE races.

It should also be noted that the TVTC program receives no financial support and precious little else from the National Technical Committee.

The TVTC committee

The three committee members who were the mainstay of the committee and program during 2010/11 (Joe Sheppard, Jon Treloar and myself) remained dedicated to the task. With the assistance of Brian Hinton we identified several L1 TO's capable and interested in progressing further with their accreditation level or assisting the committee.

Breakdown of the program

We now have data from seasons 09/10, 10/11 and 11/12.

Chart 1 tracks the number of Registered TO's against the number Active TO's. Active refers to a TO officiating at an event during the season.

Although the number of registered TO's has grown each season, the gap between Registered and Active TO's has actually widened. This is in part, a reflection of the national requirement for TO's to officiate at three events over two years to be considered active, therefore allowing a TO to be inactive for a season but still registered.

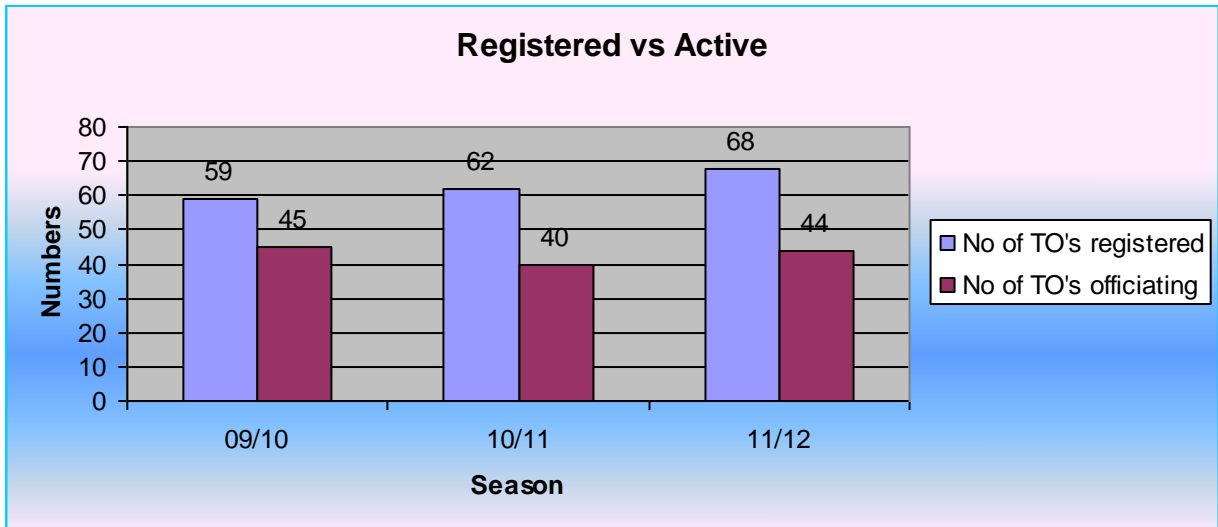


Chart 1

Chart 2 breaks down the qualification level of the Active TO's (Level 1 being commencement level).

- total Active TO's in 09/10 = 45
- total Active TO's in 10/11 = 40
- total Active TO's in 11/12 = 44 (25 belong to a club or squad)

The greatest growth area as expected and required was L1, with little movement in Levels 2 & 3, our more experienced TO's. With a L2 course conducted this season we anticipate an increase in L2 numbers next season.

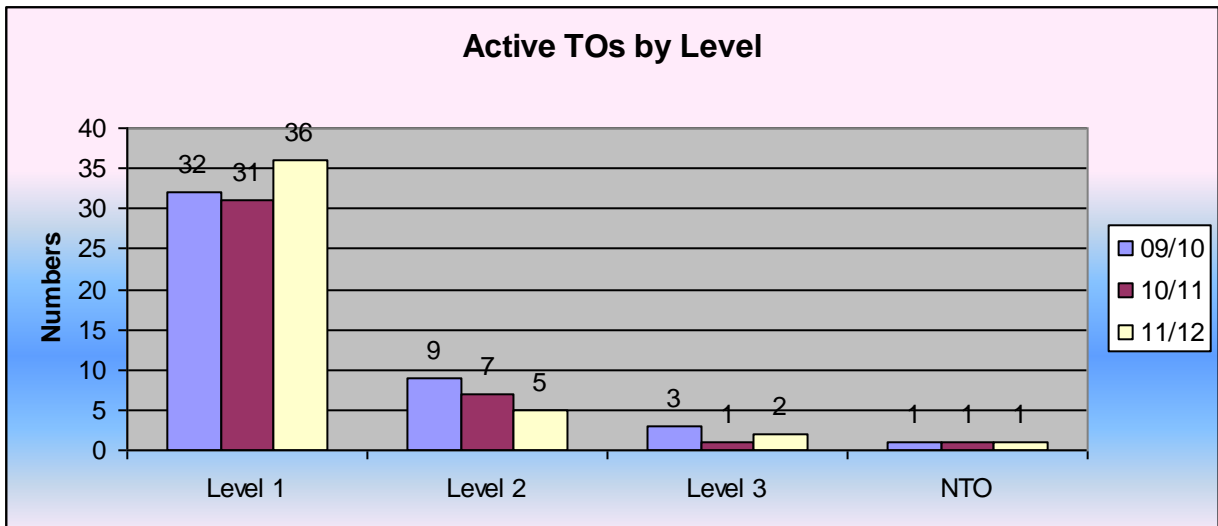


Chart 2

Ongoing Officiating issues

A brief summary of other issues that impact the requirements of the TVTC and Officials:

- Sanctioning – may require up to 4-5 hours to sanction a new race. Level 2 or above qualified. During this season we had six (6) TO's sanctioning events, from a possible 12. The bulk of the sanctioning docs arrive within 6-8 weeks of each other. The quality of the docs varies enormously and occasionally they arrive within 3-4 weeks of the event date. All of these factors place a large strain on the Sanctioning Officers;
- Race Referee (RR) – Level 2 or above qualified. Time is required by the RR to familiarize themselves with the sanctioning document, liaise with the Race Director and Technical team prior to the race, course familiarization, on day duties and a written race report. Every sanctioned race should have a minimum of a RR officiating;
- Mentor – Level 2 or above qualified. Able to communicate clearly and have time to spend with “mentoree” pre & post race. When acting as a Mentor must be with “mentoree” throughout the race, thus requiring extra TO's on race day. Generally require 3-4 mentors for a L1 coach course practical day;
- Assessors / Presenters – Need to have completed an Assessor & Presenters course and/or endorsed by STTA. Level 2 or above. When Assessing must observe candidate on race day until all required competencies are observed and assessed, generally it may mean you spend most of the morning with one candidate. We currently have only two endorsed Assessors / Presenters (Jon Treloar & me). For a L1 course there's pre-course preparation, delivery of a four hour session and it's preferable for the Presenter to be present the following day for the practical race day session. Extra TO's are required on race day;
- Documentation – Tasks need to be recorded (how to); database maintained and updated; localized race operation agreements recorded; minutes;
- Leadership – direction; decisions, competitor protests / complaints against TO's; manage development of TO's; information dissemination; meetings; liaison with Tri Vic, Race Directors, Race Referees, TVTC, TO's; planning;
- ASC online Officiating Principles course – takes approx 4 hours to complete. Some TO's have found this an onerous ask on top of hours put in on race day, others feel it ridiculous that after 3+ years experience as a TO they must complete this course. It is mandatory (as per the ASC) for TO's to complete this course as part of their qualifications.



Conclusion

Season 11/12 saw the Victorian TO program halting the downward slide of attrition and consequent decline in service provision. Maintaining the momentum over the next few years is critical to ensure the program is robust and consistent.

Although we had a few extra TO's willing to assist the committee with the tasks, their lack of knowledge, experience and available hours wasn't able to match the desire.

Next season a minimum of two x L1 courses will be held and there will be a focus on developing the TO's who took part in the L2 course this season.

The ongoing strategy is to continue in this vein. Simply stated it is to bring 12+ new TO's into the program each year; mentor and develop the current TO's; increase retention rates; build knowledge and experience. A difficult task with limited human resources and little support from the National Technical Committee

Sally Ham
TVTC Chair



9. Triathlon Victoria Development Program (TVDP) Report




This year we report continuing success.

The progress of the TVDP is largely due to a refocus and restructure together with an enhanced partnership with the Victorian Institute of Sport and the establishment by Triathlon of Australia of the National Talent Academy, thereby establishing a comprehensive athlete pathway.

The significant achievements of the TVDP in the year to date are as follows:

- Established the TVDP as a development program where the focus of our recruitment is with upcoming and talented athletes with the aim of developing them into the ITU junior high performance pathway via NTA and VIS scholarships.
- Current TVDP athletes moving up to the NTA and VIS scholarships and future talent prospects are Marcel Walkington, Joel Tobin White, James Chronis, Sascha Bondarenko, Nick McGuire
- The squad in 2012/13 has expanded to 30+ strong with good prospects in the 12-15 age group. We are now the largest program in the country.
- Established a workable and friendly network of like minded coaches within Victoria, a network that can be easily accessible to new and developing coaches. Dual World Champion Emma Carney has now sought out the program for her involvement
- Establishing a sense of pride and unity, a place to be via new race apparel and uniform for athletes and coaches. Coaches and athletes are easily identifiable.
- Tasmania has now sought out the program to mutual partner us with future athlete exchange. We have included them in the booking and scheduling and travel to Runaway Bay
- Only today WA has also reached out to the TVDP.
- Securing a dedicated group of sponsors and providers such as Ventou , DEHUGG Custom Bikes, Dextro and Harvey World Travel.
- Currently negotiating with New Sponsorship prospects of Sketchers Go Run runners and Aqua shop supplier of Blue Seventy wetsuits



There have been some significant performances in the TVDP program in the period under report. Caleb Noble of the Albury / Wodonga satellite program has achieved significant progress over winter season; his swimming skills have improved significantly to the point where he was second out of the water and the XOSIZE Race 1 at Mordialloc and he finished 3rd overall . He is already an accomplished runner and is looking at a strong season this year.

Other significant developments:

- Introduction of a TVDP U/23 program has now filled the gap where athletes who were too old for the program but haven't received a VIS or NTA scholarship can now remain involved.
- Introducing more junior, 13-15 year old athletes, with the aim of racing junior draft legal in special local Tri-Vic sanction races with the goal of selection to AYTC. Draft legal youth racing is now a reality with XOSIZE Race 2 partnering the program and allowing the 12-15 yo's to start in the open elite wave for one circuit of the 2 circuit enduro format. Schools have been notified to include points from this race towards the school sports program
- 2 Training camps in Ballarat this winter with testing video swim analysis at Ballarat University sports department and exposure to high profile coach's and sport medico's.
- VIS/NTA athletes were invited and some also attended.
- Marcel and Joel performed well at the world championships in NZ

Neil Brewster



10. Triathlon Victoria Awards

Pursuant to bylaws the Committee of Triathlon Victoria has established the basis for awards in five categories.

1. Life Members

To be eligible for nomination for Life Membership of a person must be a member of the Association who has rendered distinguished or special service to the Association over a lengthy period.

This year Triathlon Victoria Inc. is delighted to award life membership to John Treloar.

Jon Treloar has been involved as a Technical Official with Triathlon Victoria for what may perhaps be considered only a brief time - approx seven years - however he has embraced the responsibility with dedication.

Jon learnt the requirements of Technical Official quickly and soon picked up the reins of Chair of the Triathlon Victoria, training and mentoring new Technical Officials and now as our Triathlon Australia Technical Committee Representative. His involvement, encouragement, attitude and efforts have seen the numbers of Technical Officials swell to almost double over the past three years. Jon, like many volunteers, gives many hours to the Technical program and remains cheerful and pleasant to all he deals with at all levels.

Through Jon's involvement we have greatly strengthened the Technical Official program in numbers, knowledge and experience. Through this Jon has continued to improve his level of competency, striving towards International Technical Official level. His contribution richly deserves life membership.

2. Technical Officer Award

To be eligible for nomination for the Technical Officer Award a person must be a member of the Association who has rendered distinguished or special service to the Association as a Technical Officer over a lengthy period.

This year the Committee is delighted to confer Technical Officer awards on the following persons:

Technical Officer Awards		Years of service
Joe	Shepherd	5
Ian	Renouf	10
Jeb	Penrose	5
Merryn	Bellamy	10
Brian	Hinton	5

Serge	Kabilio	5
David	Kaye	5
Julie	King	5
Gordon	Lee	11
Joanne	Parlevliet	10

3. Club Awards

To be eligible for a Club Award a person must be a member of the Association and have been nominated by an Affiliated Club as having provided distinguished or special service to the sport of triathlon through participation in the Affiliated Club.

This year the following persons have been nominated by their respective Affiliated Clubs or Squads for club awards:

First Name	Surname	Club
Mark	Beovich	Nunawading
Ryan	Cross	Riviera
Noel	McMahon	WSTC
Michael	Cox	MTC
Craig	Steen	TRG

4. Age Group Performance Awards

To be eligible for this award, a Member of the Association must have been awarded a medal at a World Championship event.

In the year under consideration the following athletes have achieved distinction at World Championship Events and thus become eligible for the age group performance award:

First Name	Surname	Medal
Penny	Hosken	2nd Aquathlon Female 25-29
Philip	Hanley	2nd triathlon male 60-64
David	Meade	3rd Triathlon Male 40-44
Nathan	Barry	2nd Triathlon Male 20-24
Cameron	Goodison	2nd Triathlon Male 18-19
Ken	Murley	1st Sprint Triathlon 65-69
Peter	Bolton	2nd Sprint Triathlon 50-54
Colin	Davis	3rd Sprint Triathlon 45-49
Sophie	Hawken	2nd Sprint Triathlon 30-34
Hayley	White	3rd Sprint Triathlon 30-34



5. President's Special Recognition Award


To be eligible for nomination for the Triathlon President's Special Recognition Award the person must be a member of the association who has rendered distinguished or special service to the Association by promoting its growth and development.

This year, the inaugural winner of the Triathlon Victoria President's Special Recognition Award is David Huggett. Quite simply, Dave Huggett ticks all the boxes in the sport.

As a competitor and participant, but now more as a high performance coach, team owner and father to two high performance triathletes Dave Huggett certainly has his hands full.

His commitment to the sport is unsurpassed. His extraordinary dedication to our TVDP program in managing the logistics of our team locally and nationally is astounding.

In years to come there will be many elite and exceptional athletes who will owe a great debt of gratitude to Dave and so he is a most worthy recipient of our inaugural Triathlon Victoria President's Special Recognition Award.





11. Financial Statements



12. Committee Declaration

TRIATHLON VICTORIA INC.

DECLARATION BY COMMITTEE MEMBERS

The Committee of Triathlon Victoria Inc. makes the following declaration:

- (a) That the financial statements, and the notes to the financial statements, comply with Accounting Standards and the requirements of the Associations Incorporation Act;

- (b) That the financial statements and notes give a true and fair view of the financial position as at 30 June 2012 and the performance of the Association for the year ended on that date in accordance with accounting policies described in Note 1 of the financial statements;

- (c) In the opinion of the Committee, there are reasonable grounds to believe that the Association 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 Committee of the Association and is signed for and on behalf of the Committee by:

.....
Anthony Burke
President

.....
Steven Gatt
Treasurer

Dated: 22 November 2012