# edinburgh triathletes: annual general meeting

# sunday 6 october, the royal commonwealth pool, 16:00-20:00

# Minutes

## Apologies and attendance

#### Present: Simon Nicholls; Keira Murray; Andy Peakman; Grant Easton; Paul Lynch; Lynn Hanley; Carolyn Dyson; Adam Szymoszowskyj; Liz Richardson; Nina Penzesova; Scott Balfour; Judyta Kajstura; Keith Fairburn; Sarah Connolly; Francesca Osowska; Calum Lennen; Timothy Gray; Derek Ireland; Julia Loecherbach; Ciara Webb; Jules Blanc; Karl Zeiner; Ian Gillon; Fiona Zeiner; Anna McFarlane; Jean-Paul Vitry; John Whittaker; Carrie Bush; Rachael Butcher; Paul Chowdhry; Richard Foxley; Mike Brown; Phil Parr-Burman; Bruce Wilson; Gavin MacKinnon; Gavin Calder; Nasser Rahil; Alexis Urvoy; Kim Collier; Sam Dowie; Scott Ewing; Dechlan Wilson; Mandy Whittaker; John Robertson; Anna Henly; Mark Fowler.

#### Apologies: Catherine Garner; Sandy Legget; Christine Hay; Kirsten Cameron; William Guild; Mark Hemsley; Nick Boyton; Leigh-Anne Baker; Kate Robertson.

## JETS Proposal

#### Paul Chowdhry introduced this item: a proposal to amalgamate the current JETS (Joel Enoch Triathlon Squad) with Edinburgh Triathletes to form an Edinburgh Triathletes Performance Squad. A paper setting out the proposal had been circulated prior to the meeting. Joel Enoch set out his thoughts about the amalgamation, including benefits to both club and squad members, and the ethos he was trying to achieve in the performance squad. The proposal was then opened for discussion and the following points were made:

* Benefits included: the development of an athlete pathway; more sessions for members; transferability and enhancement of coaching skills.
* Finance was a key consideration. The proposition was currently cost-neutral for the general membership. Simpson and Marwick had come forward as a sponsor and without this sponsorship the performance squad would not be viable. Another key element would be numbers in the performance squad. If numbers were not as expected this would also impact on the viability of the squad. It was agreed that the committee should keep the financial position under review.
* The need for enhanced a social media presence to support the sponsor was discussed and this would need to be considered if the amalgamation went ahead.
* It was also noted that the proposal would lead to an increased administrative load on the ET committee. This should be considered by the committee.
* There was a discussion about performance criteria and whether its strict application could cause division in the club. Joel explained that the fundamental criterion was attitude and he wanted to create a winning culture in the performance squad, not a culture of winning at all costs. He would have 1:1 discussions with all athletes interested in joining the performance squad.
* It was clarified that the squad would cater for athletes racing at all distances, from sprint to ironman.
* It was noted that, whilst committee members had had a number of months to consider the issues, this was relatively new for members. It was agreed that there should be more member input should the amalgamation go ahead, e.g. through working groups and consultation.
* There were a number of practical questions on how sessions that were for both club members and squad members would be managed. Joel outlined his thinking (as per the circulated proposal) but it was agreed that this would be kept under review. What was included in the proposal was indicative only and should be reviewed with input from the membership as above.
* It was agreed that, if the proposal were agreed, that the committee should establish regular review points.
* There was a discussion on whether the establishment of a performance squad would impact on the club’s ethos, particularly its welcoming attitude to new members and beginners. In discussion it was thought that, as long as presented in the right way, the establishment of the performance squad should not impact on the overall ethos, but this should be kept under review.
* There was a discussion about how Joel’s performance, as coach of the performance squad, would be judged. It was agreed that a role specification would be established (in the same way as a role specification had been agreed for the club head coach role) which the committee would keep under review.
* It was also noted that any concerns (welfare or conduct) about Joel should be treated the same as a welfare or conduct issue for any member or coach within the club.
* There was a discussion on whether the performance squad coach role should be open to a competition. It was agreed that this could be a possibility for the future. However, given that this was a proposal for an amalgamation of an existing squad with an existing coach, opening the post to competition would not be appropriate now.

#### Having considered the discussion, it was agreed that there should be a vote of members attending the AGM. The results of the vote were 38 in favour and 8 not in favour. On that basis, the proposal for an amalgamation between Edinburgh Triathletes and JETS was agreed.

#### It was agreed that the committee would consider all the points above, particularly membership involvement, and report back to the membership as soon as possible. **Action: committee**.

## Minutes of last year’s AGM

#### The minutes of last year’s AGM (held Sunday 25 November) were agreed.

## President’s Address including Update on Development Plan 2018-20

#### Club President, Paul Chowdhry, reflected on the previous year.

#### “Welcome everyone to the 2019 Edinburgh Triathletes AGM and prize giving. It’s good to see so many of you here as I end my two-year stint as President. I hope I have achieved the basic requirement of any President, which is to leave the club in a better state than I found it.

#### It’s been another good year of training, racing and socialising with ET and great to see the Facebook page full of photos from many races locally and abroad, short and long, on road and on trail. We again had athletes competing at European and World Championship races and equally importantly those doing their first ever triathlon.

#### The Aberfeldy weekend is again well subscribed with 25 going and lots of activities organised. The overseas trip this year was to Calpe in Spain, organised by Chris Grimshaw. Seven lucky souls enjoyed plenty of sea swimming and a climb from this years Vuelta a España.

#### We had another successful running of our New Years Day and Gullane races. These events could not happen without our hard-working race directors, John Whitaker and Gavin Calder, and their teams and the hoard of club members who volunteer to ensure everything gets done. So, thanks to you all on behalf of the committee and everyone in the club.

#### The committee and coaches have been busy progressing items on our 2019-20 club development plan. There’s a lot still to be done but achievements to date include:

* Introduction of a ‘buddy’ system to welcome new club members and help them to get started;
* Establishment of the Partnership Manager committee role;
* Establishment of the Head Coach position, currently held by Gavin Calder;
* More transition and race practice sessions;
* Highlighting which of our club coaches offer 1:1 coaching services;
* Additional content on the club website;
* Expanding the number of club awards.

#### The integration of JETS into the club opens an exciting new chapter and I’m sure you will do your bit to give a friendly ET welcome to the JETS members who will be joining the club. We also welcome Simpson & Marwick as new club sponsors and I will be sharing more information soon about what club members can do to ensure that the sponsorship arrangements works well and has a chance of continuing in the future.

#### A number of people are stepping down from the committee this year:

* Vice President, Mike Brown (although as incoming President you haven’t see the last of Mike);
* Coaching coordinator, Leigh-Anne Baker;
* Partnership manager, Gary Willis;
* Communications coordinator, Julia Loecherbach;
* Social convenor, Carrie Bush.

#### Thank you all for your good work on the committee.

#### Also stepping down after as Gullane race director is Gavin Calder. I think it’s fair to say that the Race Director roles must be demanding and rewarding in equal measure and the Gullane role has been carried out by Gavin with his usual cheeriness and professionalism. Thank you, Gavin.

#### And last but not least, Francesca Osowska, who has been Secretary since 2005, is also standing down. Clubs run on a voluntary basis can be tricky things. Important things that others are relying on need to get done by people who are typically very busy elsewhere with their jobs, families and other pastimes. Committee meetings, if allowed to be, can be rambling affairs, punctuated by stories of how Great Auntie Mabel used to have one of those in her attic. To work, it needs someone with an iron grip on what matters, who politely suffers no fools and takes no quarter. Just saying. Thank you, Francesca

#### To the other members of the committee: thank you for all your good work over the last 12 months and for your continuing contribution.

#### I would like to finish by thanking our fantastic, dedicated group of coaches, who are without doubt the heartbeat of the club. It’s worth remembering that they give their time freely – rain or shine – to ensure our training sessions are effective, varied and good fun. Thank you coaches!”

## Membership report

#### Jean-Paul Vitry, membership secretary, presented the membership report. See AGM paper 2 for details.

#### The introduction of the buddy system was noted as positive development. Jean-Paul noted that the membership would soon switch to a rolling membership (i.e. join for 12 months at a time, whatever the date of joining).

#### There was a question on whether it was possible to combine Edinburgh Triathletes and TriathlonScotland membership. It was confirmed that this had been examined but had not been possible at the time. It was agreed that this would be re-considered with the move to rolling membership. It was also agreed that the benefits of TriathlonScotland membership would be promoted. **Action: Jean-Paul Vitry**.

#### In discussion, it was noted that numbers continued to be healthy. It was pleasing to see the slight increase in the number of members who had been members of the club for more than five years, as well as a slight increase in the number of TriathlonScotland members.

## Treasurer’s Report (including setting of fees)

#### Jules Blanc presented the club accounts. See AGM paper 3 for details. Jules noted that there had been a significant increase in pool costs and in view of this, his recommendation was that membership fees should increase. Membership fees had been held constant for the last nine years. The proposal to increase fees to £110 for gold, £75 for silver and £35 for bronze membership was agreed. **Action: Jules Blanc**.

#### In answer to a question, Jules confirmed that Gullane and New Year’s Day races both delivered profits. Gullane made a profit of approximately £1,000 and New Year’s Day approximately £2,500.

## Marshals for Races

#### Paul noted how hard it was to get marshals for races, which was disappointing given the size of the club. A number of suggestions were made, including ensuring that those club members racing supplied at least one marshal and penalising those club members who raced in the subsequent year. Gavin Calder, Gullane Race Director, confirmed that it was helpful to hear from people who could not marshal so they could be removed from consideration.

#### It was agreed that there should be further consideration by the committee on how to encourage more marshalling. **Action: committee**.

## Election of Office Bearers

#### The new Committee was elected as below.

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| President | Mike Brown |
| Vice-president | Ciara Webb |
| Secretary | Sharon Grimshaw |
| Membership Secretary | Jean-Paul Vitry |
| Treasurer | Jules Blanc |
| Welfare officer (optional attendee at committee meetings) | Ciara Webb |
| Club events coordinator | Ian Gillon |
| Coaching coordinator | Mike Brown |
| Communications and social media coordinator | Bruce Wilson |
| Partnership manager | Paul Chowdhry |
| Webmaster | Richard Kirby |
| Equipment coordinator (optional attendee at committee meetings) | Gavin Calder (Ian Gillon wetsuits) |
| Club kit organiser (optional attendee at committee meetings) | Phil Parr-Burman |
| Social convenor | Catherine Garner and Abbie Hewitt |
| Gullane Race Director (optional attendee at Committee meetings) | Gavin Calder, Paul Lynch and Sam Dowie |
| New Year’s Day Race Director (optional attendee at Committee meetings | John Whittaker |

## AOB

#### This year would be the 25th anniversary of the New Year’s Day race, the longest running triathlon in Scotland. Sponsorship with Rock Star North had been agreed to make this a special race. All were encouraged to support the race by either helping the day before or marshalling on the day.

## Close

#### The Club President thanked everyone for attending the AGM and closed the meeting.