



TRIATHLON  
AUSTRALIA

TRIATHLON AUSTRALIA

# ANNUAL REPORT

2015 - 2016



# CONTENTS

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PATRON'S MESSAGE	5
PRESIDENT'S ADDRESS	6
CEO'S MESSAGE	7
STRATEGIC OVERVIEW	9
ORGANISATIONAL EXCELLENCE	10
PARTICIPATION	14
MEMBERSHIP	16
2015 ITU AGE GROUP WORLD CHAMPIONSHIP TEAMS	22
BRAND	23
NATIONAL EVENTS CALENDAR	25
HIGH PERFORMANCE	34
AWARDS DINNER/CELEBRATION OF CHAMPIONS	40
AROUND THE NATION HIGHLIGHTS	41
GOVERNANCE	50
FINANCIAL REPORT	55

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# PATRON MESSAGE



Leading into the Olympic year and Paralympic debut I am enjoying watching our next generation of Olympians, Paralympians and World Champions performing on the world stage this past twelve months. The progression of the athletes is a credit to Triathlon Australia's National Talent Academy, Paralympic and its national athlete pathway program, as well as the athlete's home support of dedicated coaches and proud parents.

Jake Birtwhistle's outstanding performance to win gold at the 2015 ITU U23 World Triathlon Championships in Chicago is to be fully applauded. Jake has risen from being the 2013 Australian Youth Olympic Festival champion, to 2014 junior world silver medallist to 2015 U23 World Champion. Jake is only the third Australian male athlete to win the U23 World Championship Title with both Brad Kahlefeldt (2002) and Aaron Royle (2012) going on to become Olympians. What is even more impressive is Jake won the race as a 20-year-old in his first year out of the junior ranks and has already posted three top ten finishes in World Triathlon Series (WTS). Emma Jeffcoat and Jaz Hedgeland are also flying the flag for Australia with podiums in Australia, Asia and Europe. Emma is a North Shore Sydney girl from a surf lifesaving background that is rising from strength to strength and in 2 short years has been selected in the Australian U23 World Championships team and has won races in Germany, France and Spain. Jaz has overcome

a few setbacks in the past 12 months to also be selected for U23 worlds based on recent wins in Penrith, Japan and Singapore.

This rise and success of Triathlon Australia's Paralympic programme has been one of the highlights. With great success all major championship races including three athletes winning at the 2015 World Championships in Chicago last September, Bill Chaffey his fifth world championships, Sally Pilbeam her first, and Katie Kelly and guide Michellie Jones.

Not to be outdone, our very impressive crop of junior athletes are shining on the national and international stage with Hervey Bay junior Matthew Hauser winning his 3rd Oceania Junior Championship title in a row and Sophie Malowiecki winning the Elite New Taipei Asian Cup Triathlon in Chinese Taipei. Both Matthew and Sophie are the reigning Australian Junior Triathlon Champions and Australian Junior Triathlon Series Champions. By all reports they both have very bright futures ahead of them.

In regards to Participation I compliment the continual work which has taken place in regards to the development of the TRYstars Kids Triathlon program, it is pleasing to see that Triathlon Australia is working on additional strategies to increase the sport's relevancy to children and ultimately, provide more opportunities to participate.

A comprehensive school's visitation program has been developed in conjunction with all state and territory triathlon associations which provides understanding of the sport, interactive activities and promotes further junior program and event opportunities for children to be a part of. This concept is supported by the Australian Sports Commission and underpins the strategy towards junior participation in the Triathlon Australia Participation Plan.

Triathlon has also been mentioned throughout the ASC as a role model for financial management, I would like to congratulate all STTA and national staff for the behaviours they display, not only around the financial aspect but the continual unified approach everyone has taken towards delivering the new Strategic Plan.

**PHIL COLES AM**  
PATRON  
TRIATHLON AUSTRALIA

# PRESIDENT REPORT



It is my pleasure to present the Annual Report for Triathlon Australia. In September 2015 I proudly accepted the appointment of President when David Ferrier vacated the position of President. Over the last 12 months the Board has focused on building on the strong foundations of our association and to look for opportunities to better allow us to service the members and stakeholders of our sport.

We have been working to build stronger more transparent relationships with our major stakeholders. We continue to work closely with the Australian Sports Commission (ASC) in relation to governance and alignment with the ASC's mandatory sports governance principles. I'm very pleased with our progress towards a unified sport and moving forward together, building stronger foundations and providing improved levels of service and benefits to our members.

We launched our Strategic Plan and agreed the implementation plan with the CEO and Executive team. It's a plan that is guiding us to continuously grow, strengthen and connect the triathlon family and every starting line in Australia.

We have also been active in identifying, managing and eliminating risk across the Triathlon Australia organisation. A key priority for the Board is the commercialisation of our sport to secure funding from the corporate sector rather than relying on government funding. While we are very grateful for the significant investment from the ASC, the Board is working to develop existing revenue streams and secure new investment in our sport to ensure the financial sustainability of our sport in the future. We have been looking to capitalise on the organic growth in popularity and participation of the sport that we have seen in recent years and have recently implemented a Membership review.

These constitute the 'foundation blocks' to build a solid platform for growth in the organisation and to better 'future proof' the organisation against some of the organisational, financial and performance issues affecting a number of National Triathlon Federations.

I want to thank the Australian Sports Commission for their continued support of Triathlon Australia and acknowledge their valuable contribution to our sport. Triathlon Australia is also sincerely grateful to the Australian Olympic Committee and the Australian Paralympic Committee for their support of our athletes in Rio de Janeiro. I want to congratulate Katie Kelly and Michellie Jones (as guide) for their gold medal performance at the 2016 Rio Paralympics.

On behalf of the Board of Triathlon Australia, I thank Phil Coles AM as Patron and Life Members Dr Jim Hazel, Brian Hinton, Ken Bonham, Bill Walker for their ongoing support of triathlon in Australia, and internationally.

I extend my thanks to my Vice-President, Michelle Cooper and to fellow Triathlon Australia Board Members, Sarah Crowley, Liz Savage, Nicole Donegan, Dr Michael Maroney and Dr Mike Allan for their valuable contributions and leadership of our sport.

On behalf of the Board I extend our sincere thanks to the tireless work of our CEO, Miles Stewart, the Triathlon Australia staff, the State and Territory Associations and their boards, committees and staff and the wonderful work of all the club officials and volunteers.

I look forward to another successful season and wish everyone the best for a great 2016-2017.

**BEN HOUSTON**  
PRESIDENT  
TRIATHLON AUSTRALIA

# CEO MESSAGE



After being a member of the Triathlon Australia board for a number of years, one of the most common questions I'm asked is, 'Why did you take on the CEO role at Triathlon Australia?'

The answer for me is a simple one, 'passion', it's in my blood, and I wanted to give back to the sport that gave me so much, and excite as many people as possible to a triathlon start line. The sport has been a huge part of my life and has helped shape the person I've become. So when the opportunity came up, I jumped at it and have not looked back.

One of my greatest triathlon thrills was to see my daughter and son complete their first triathlon at the age of six, and I want more Australians to experience the feeling of getting to the start line.

I'm committed to delivering the ambitious goals outlined in our Strategic Plan launched in May. This was the result of the hard work of many, but I would like to particularly acknowledge my predecessor Anne Gripper who led this project. Anne navigated our sport through the past five years, and left it all the richer, with very solid foundations and a great platform to grow in the future.

Everything in our Strategic Plan is built around the challenge of mutual progression across all three areas – passion, performance and participation; building and connecting the passion, allowing other

people to experience the joys of the sport I fell in love with, growing participation at all levels and formats and strengthening the performance of the elite athletes who are the pinnacle and inspiration for our sport. It's a plan for our people, a sport that exists to enrich the sporting landscape by issuing a unique challenge anyone can accept.

The Strategic Plan is built around three focus areas of Engagement, Access and Pathways and three enablers of Clubs, Partnerships and Organisation. I truly believe that a focus on these areas through strong triathlon Clubs, Partnerships and our nine triathlon Organisations will enable us to successfully implement the pillars of the Strategic Plan.

We have started to implement the Operational Plan attached to the Strategic Plan over the past twelve months and I'm encouraged by the rates of growth across participation, membership and club affiliations, but there is still a lot more work to be done. Achievement of these growth rates is a team effort and wouldn't happen without the hard working and motivated group of staff at Triathlon Australia, State and Territory Triathlon Associations and their respective Boards and sub committees.

While there has been a lot of media attention around the dark side of sport we have decided to add Integrity to our core values. We believe our members want to take part in a sport that maintains high standards and we have upgraded our member protection policies and match fixing policies in order to keep ahead of these issues. We also remain vigilant around Anti Doping and remain one of the only sports to test Age Group athletes as well as Elites. We have seen an increase in the number of Member Protection matters raised over the past twelve months, particularly as a consequence of social media interactions. While this is recognition of the strength of our policy, it is also evidence that our members need to be more vigilant when communicating with each other.

We have made significant progress in our 'whole of sport' model, with all STTA's and Triathlon Australia now operating and reporting to a combined operational plan. It is a first for our sport, and one of the most progressive achievements we've made. It ensures we are not only maintaining focus on our identified objectives but measuring and achieving progress together.

I'm excited about the positive outcomes of our High Performance programs, in particular Paratriathlon where we had three World Champions - Sally Pilbeam, Bill Chaffey and Katie Kelly. Jacob Birtwhistle was crowned ITU Under 23 World Champion and Annelise Jefferies under 23 World Duathlon Champion.

I would also like to reinforce our commitment to the 10-year high performance strategy, Australia's Winning Edge (AWE).

The funding our program receives from the Australian Sports Commission (ASC) is critical and has enabled us to implement a new pathways program in the last Olympic cycle that resulted in encouraging results for our athletes.

We have established stronger partnerships with our SIS/SAS partners as we have looked for more effective models of support. We have also been realistic in our approach to our planning in regards to how can we make better and more effective use of the financial resource we have available.

It's an exciting time to be leading Triathlon Australia into the next development phase, and supporting major events and our relationship with our event directors forms a large part of that strategy.

In 2016 we hosted the enormously popular ITU World Cup in Mooloolaba, World Triathlon Series on the Gold Coast, and in November the ITU Cross Triathlon World Championships will round out a big year. Looking ahead there is the upcoming World Triathlon Series Grand Final, and of course the Commonwealth Games.

I would like to take this opportunity to thank the staff at Triathlon Australia, who are small in numbers, but big on passion for the sport they work tirelessly toward in meeting our goals. To our volunteer Board and Committee members who devote their time and skills towards shaping a better landscape for our sport, I am very thankful and appreciate your support. The dedication from our Executive Directors and staff that work alongside us each day I'm truly grateful for your hard work and commitment. The selfless and committed work of our Technical Officials across the nation who continue to raise the bar in global standards. And thank you to the many people that contribute your passion each day to making this sport a great one.

MILES STEWART  
CEO  
TRIATHLON AUSTRALIA



# STRATEGIC OVERVIEW

Triathlon Australia's vision is to be the leading triathlon nation and grow the sport of Triathlon in Australia.

In order to reach this vision, we must have a strong understanding of the association's purpose and objectives and a whole of sport commitment to meeting those objectives. This is best summarized in our mission statement.

Triathlon Australia's mission is to ensure the existence of quality participation opportunities and pathways within the sport of Triathlon in Australia.

Triathlon Australia has six Key Result Areas that are clearly defined by an objective, key drivers, key strategies and key performance indicators. This report will look at each Key Result Area and the initiatives that have been undertaken over the 2014-2015 season that have helped to achieve KPI's within that area.

## KEY RESULT AREAS

### 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"

### Membership

"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"

## CORE BRAND VALUES

The five core brand values of Triathlon Australia are embedded into everything that we do. They act as guiding principles for every decision, action and initiative, helping us to achieve our goals.

- HEALTH
- ENJOYMENT
- BELONGING
- ACHIEVEMENT
- INTEGRITY
- RESPECT

## Triathlon Australia 2016 – 2019 Strategic Plan

# ORGANISATIONAL EXCELLENCE

## Key Objective

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

## A "WHOLE OF SPORT" APPROACH

We continue to make steady progress on our aim of being a completely unified sport and remain committed to increasing organisational efficiency and enhancing our member services by continuing to evolve the national operating model.

The "whole of sport" concept of national coordination supported by local delivery was further bedded down during the year, with several combined projects shared by national and state staff members. Since beginning the journey towards unification in February 2012, we have taken a "bottom up" approach by focussing on the operational aspects of our work, and demonstrating behaviours which enable the sport to flourish through better delivery of services to our members and the community.

Since we began, we have:

- Standardised our membership arrangements and worked with partners ActiveNetwork on building a new membership database
- Established and refined a "whole of sport" budget and financial model which has achieved greater consistency and financial stability across the national and state associations
- Moved all our operations to consistent IT systems including Office 365 and Xero Accounting platforms
- Considered the most effective staffing structure and arrangements for a unified organisation
- Developed our "whole of sport" Strategic Plan and the Operational Plans that underpin achievement of the Strategic Plan
- Commenced implementation of the "whole of sport" Operational Plans

In parallel the State Triathlon and Territory Association (STTA) Presidents have continued to progress thinking on the governance aspects of a more unified sport. Following discussions held by the Presidents during the 2015 year, a Unification Working Party was formed in October 2015 with the objective of presenting a proposed model to the members. A consultant was appointed by the Working Committee in mid 2016 to review the proposed models and provide the Working Committee with a recommendation for the most effective way forward for the sport.

The Australian Sports Commission (ASC) continues to consider Triathlon Australia as a standard bearer for organisational change within Australian sport through our focus on national behaviours. As leaders within this space we have received significant support from the ASC, however as we look at the next steps we need to be careful that we don't fall behind other sports as they begin to implement similar change.

## NEW STRATEGIC PLAN

During the year, a new Strategic Plan for 2016-2019 was brought to life with the input from a wide cross-section of triathlon and community stakeholders. It's development was commenced with the "Over the Horizon...the next five years" National Conference in September 2014 at the IMAX theatre in Sydney. The conference was attended by all the key stakeholders in our sport including clubs, event organisers, age group athletes, elite athletes, volunteers, technical officials, national and state staff/board members, the Australian Sports Commission and key partners. The conference was facilitated by Matt Jones from Better Happy and included inspirational presentations from various keynote speakers, followed by group working sessions designed to flesh out ideas about where the sport could head and what it could achieve.

In the 9 months following the conference there were further focus group meetings that took those ideas, found the consensus within them and developed them into a cohesive strategic plan that can help guide the sport over the next 5 years. The strategic plan is a rolling plan that will be updated on an annual basis with a significant revamp every 3 years.

The Strategy is based on three purpose pillars of:

Passion  
Participation  
Purpose

Supported by six values which we wish to see demonstrated in the sport and in the manner in which we govern and manage the sport:

Health                      Achievement  
Enjoyment                Integrity  
Belonging                 Respect

We've adopted the Starting Line as our symbol, representing the unique challenge of getting to the starting line and as the place where the sport congregates as one group.

The strategy articulates clear purpose for the sport which is:

To enrich the sporting landscape in Australia by offering a unique challenge which anyone can accept.

And our purpose as custodians of the sport is to:

Grow, strengthen and connect every triathlon starting line in Australia

We thank the many members of the triathlon community who have contributed their thoughts and passion into making our next Strategic Plan a great vehicle to guide us through the next period of our development.

## MANDATORY SPORTS GOVERNANCE PRINCIPLES

In 2013, the Australian Sports Commission (ASC) released a set of Mandatory Sports Governance Principles which built on previous good practice governance principles. The ASC invested in developing the principles on the basis that in their view:

Governance structures significantly affect the performance of sporting organisations. Ineffective governance practices not only impact on the sport but also undermine confidence in the Australian sports industry as a whole.

As reported previously, during the 2015 year this requirement was extended to a group of funded sports that included triathlon and in the 2015 annual report we reported on some significant governance changes that were implemented as a consequence. During the year, the Board and senior staff members continued to work through a process of becoming more aligned with the governance principles. Examples of some of the other elements we focussed on during the year were:

- The establishment of an independent Finance, Audit and Financial Risk committee with a structured work plan for the year
- The establishment of an independent Nominations Committee chaired by governance expert Jodie Willmer. Applications for Board Directors were sought from a broad range of community groups.
- The development of a Board Competency Policy and Matrix
- A Board evaluation process
- New policies and declarations in relation to conflict of interest and confidentiality

## FINANCIAL SUMMARY

The 2015-16 Financial Statements are included at the end of this annual report. Triathlon Australia recorded a surplus of \$48,662 for the year which was \$19,150 better than budget.

A summary of the last 3 years and 2015-16 and 2016-17 budgets are as follows:

\$'000	Actual 2013-14	Actual 2014-15	Budget 2015-16	Actual 2015-16	Budget 2016-17
Income	5,203	5,370	5,607	5,863	5,257
Expenditure	-5,157	-5,390	-5,578	-5,814	-5,250
Surplus/(Deficit)	46	-20	29	49	7
Equity/Reserves	808	788	818	837	844
Cash	1,498	1,565	n/a	1,376	n/a

The Financial Statements contain a segment report (Note 15) showing a further breakdown of the result into the 4 key areas of Support & Administration, Participation, High Performance and Events.

The level of reserves as at 30 June 2016 was \$836,999. The short term target is to increase these reserves to \$1m and in the longer term to achieve a level that is the equivalent of 1 years' operating expenditure. As at 30 June 2016 the reserves were equivalent to 0.54 years' worth of ongoing core operating expenditure. Healthy reserves are important to Triathlon Australia as they underpin the organisations financial viability and provide capacity to address emerging issues and opportunities.

Triathlon Australia maintained a healthy cash flow during the year with cash at bank averaging \$2.3m across the year with the lowest level being \$1.4m and the highest \$3.2m. With annual membership funds received at the start of each year, government grants received in advance every 6 months and no significant financial risks it is anticipated that cash flow will remain strong for the foreseeable future.

The Finance, Audit and Financial Risk committee continued to meet throughout the year. The committee is a sub-committee of the board and assists the board to fulfil its duties and responsibilities.

Triathlon Australia and its State and Territory Associations continue to realise the benefits of planning and budgeting together as one organisation and have been on a common accounting and reporting platform for 3 years. This cooperative approach continues to maintain and improve the financial stability of all 9 associations and helps ensure that the highest priority initiatives are addressed and implemented in a cohesive and coordinated way.

All 9 associations are financially stable and with all associations having positive reserves. Overall whole of sport surplus for 2015-16 was \$238,000 bringing reserves to \$1,979,000 which equates to roughly half a year's worth of ongoing core operating costs. In order to ensure the long term stability and sustainability of the sport, the group of associations are committed to building reserves until they are equivalent to 1 years' worth of ongoing core operating costs.

The whole of sport financial summary for 2015-16 is as follows:

\$'000	QLD	NSW	ACT	VIC*	TAS*	SA	WA	NT*	Total STTA's	TA	Whole of Sport
Income	839	653	283	605	73	164	1,818	191	4,4626	5,862	10,488
Expenditure	-824	-659	-307	-592	-76	-159	-1,673	-147	-4,437	-5,813	-10,250
Surplus/(Deficit)	15	-6	-24	-13	-3	5	145	44	189	49	238
Cash	95	236	112	166	24	97	551	274	1,555	1,376	2,931
Equity/Reserves	35	207	48	39	29	87	468	229	1,142	837	1,979
Core Ongoing Operating Expenditure									2,778	1,558	4,336
Reserves as a % of ongoing core operating expenditure									41%	54%	46%

\*Subject to Audit

## KEY PERFORMANCE INDICATORS: ORGANISATIONAL EXCELLENCE

Variance from Budget

Target: Variance to budget as % of Revenue <1%

	Actual	Budget	Variance	Total Revenue	Variance as % of Revenue
2010-11	391,321.00	99,315.00	292,006.00	2,707,909.00	10.8%
2011-12	260,996.00	232,523.04	28,472.96	3,812,852.00	0.7%
2012-13	138,137.09	229,578.93	-91,441.84	4,081,588.00	-2.2%
2013-14	46,739.00	122,282.00	-75,543.00	4,407,684.00	-1.7%
2014-15	-19,683.12	-43,554.00	23,870.88	5,203,382.00	0.5%
2015-16	48,662.52	29,513.00	19,149.52	5,370,302.00	0.4%

Increase in Reserves

Target: 20% Increase in Reserves until Reserves are equivalent to 1 years' worth of ongoing core operating expenditure

	Opening Reserves	Closing Reserves	Variance	% Variance
2010-11	55,826.00	447,147.00	391,321.00	701%
2011-12	447,147.00	708,144.00	260,997.00	58%
2012-13	708,144.00	846,281.00	138,137.00	20%
2013-14	846,281.00	808,020.00	-38,261.00	-5%
2013-14	761,281.00	808,020.00	46,739.00	6%
2014-15	808,020.00	788,336.75	-19,683.25	-2%
2015-16	788,336.75	836,999.27	48,662.52	6%

## Planned Deliverables Achieved

Target 90%

The 2015-2016 Triathlon Australia Operational Plan listed 31 deliverables. Using the points system of 2 for fully delivered, 1 for partially delivered, and 0 for not delivered, a score of 29 points out of a possible 54 was achieved. As in previous membership years, the plan is an extremely ambitious one resulting in 19 deliverables being progress but not finalised within the year.

Achieved: 54%

Staff Retention

Target: 80%

Triathlon Australia retained 11 out of 16 staff with 5 resignations during the year, resulting in a 69% retention rate.

Achieved: 69%



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# PARTICIPATION

## TRYstars – Schools and Community

Triathlon Australia’s nationally accredited junior participation program, TRYstars has continued to be refined to further meet both the needs of the deliverers of the program and children participating.

TRYstars has successfully been adapted as one of 32 sports offered through the Australian Sports Commission’s Sporting Schools initiative and feedback regarding the program has been overwhelmingly positive.

Additionally, the program is now able to be licensed to commercial partners providing the program the opportunity to be promoted and delivered on a wider scale than previously offered via our existing coaching network.

To compliment this, coaching accreditation guidelines have been adopted which dovetail into the existing National Coaching Framework providing guidelines and future steps for those people looking to be a part of the delivery of this exciting and engaging program.

TRYstars - Club & Community	
ACT	20
NSW	113
VIC	28
WA	100
QLD	31
TOTAL	292

TRYstars - Schools	
T3 2015	95
T4 2015	590
T1 2016	205
T2 2016	180
TOTAL	1,070

TriActive	
Pilot 1	11
TOTAL	11

## Schools Visitation Program

To compliment the development of the TRYstars Kids Triathlon Program in schools as well as in the wider community, additional strategies are being undertaken to increase the sport’s relevancy to children and ultimately provide more opportunities to participate.

A comprehensive schools visitation program has been developed in conjunction with all state and territory triathlon associations which provides understanding of the sport, interactive activities and promotes further junior program and event opportunities for children to be a part of. This concept is supported by the Australian Sports Commission and underpins the strategy towards junior participation in the Triathlon Australia Participation Plan.

By providing future opportunities for engagement through our schools visitation program as well as providing more opportunities for children to be a part of TRYstars across Australia, it is envisaged that further opportunities to be a part of triathlon will continue to evolve.



# PARTICIPATION KPI | COACHING

## Whole of Sport – Coach Development

Triathlon Australia recognises that effective triathlon coaching is central to developing, sustaining and increasing participation in the sport of triathlon and is committed to highlighting the integral role that coaches play in supporting triathlon participation.

### The Triathlon Australia Coaching Blueprint

The purpose of the Coaching Blueprint is to articulate a national approach to coaching and the strategy and vision to support the development of triathlon coaches across the country. A nationally co-ordinated approach is required to effectively rebuild the foundations and restore credibility in the triathlon coaching system.

Ongoing implementation of the Triathlon Australia Coaching Blueprint has continued to provide the triathlon coaching community in Australia with a common vision and a practical reference point to drive the development of a world-best triathlon coaching ecosystem to support triathlon coaching in Australia.

Continued implementation of the Coaching Blueprint vision will facilitate Triathlon Australia to: “create a triathlon coaching ecosystem with world-best coaching practice embedded “Coaching Excellence” resulting in the development of skilled coaches who support triathletes at all stages of their development.

The vision of The Triathlon Australia Coaching Blueprint is delivered through the following projects.

### National Coach Accreditation Scheme [NCAS]

During the year Triathlon Australia continued to grow the number of coaches under Triathlon Australia’s Coach Accreditation Program. At the heart of this program is Triathlon Australia’s commitment to the Australian Sports Commission National Coaching Accreditation Scheme (NCAS).

A priority for 2015-16 has been the continued evolution of the Triathlon Australia Coaching Accreditation Program which delivered the following notable highlights.

### Community Coach Training Programs

During 2015-16 the following Community Coach Training Programs were delivered around the country developing over 100 new triathlon coaches.

- TRYstars Coach
- Club & Community Coach
- Development Coach

Community Coach Training Programs are delivered by the respective State and Territory Triathlon Associations on behalf of Triathlon Australia.

### Performance Coach Training Program | AIS June 2016

The innovative Triathlon Australia Performance Coach Training Program was conducted at the Australian Institute of Sport from 4-12 June 2016. After a competitive nomination process 30 performance focused coaches were selected to take part in an 8-day fully immersive program. Presenters included Triathlon Australia’s High Performance Coaches and support staff, Olympic swim coach Tracey Menzies, and world class discipline experts from the AIS.

Number of active accredited coaches as % of membership

Year	No of coaches	Membership	% of membership
2012-2013	401	14,152	2.89%
2013-2014	455	20,554	2.21%
2014-2015	545	21,445	2.54%
2015-2016	662	21,592	3.07%

Achieved: 3.07%

Increase in number of accredited coaches

Year	No of coaches	% increase
2012-2013	401	
2013-2014	455	13.46%
2014-2015	545	19.78%
2015-2016	662	21.47%

Target: 3.00 %  
Achieved: 21.47%

# MEMBERSHIP

## Key Objective

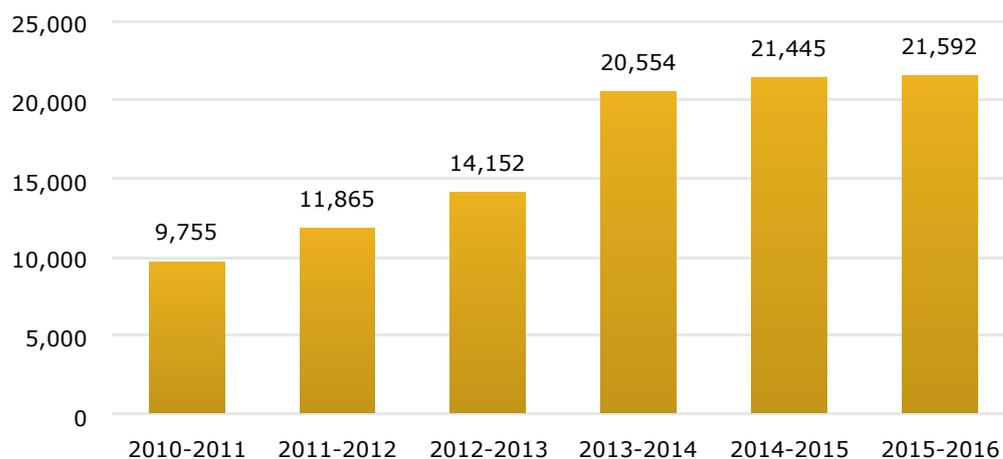
"To grow membership by increasing the number of new members and retaining existing members."

The 2015-2016 season saw a 1% growth in membership, closing the year with 21,592 individual members. This follows previous year membership growth rates of 4% (2014-2015), 45% (2013-2014), 19% (2012-2013) and 21% (2011-2012). The significant growth in 2013-2014 resulted from a changed system, moving to a 100 percent membership model.

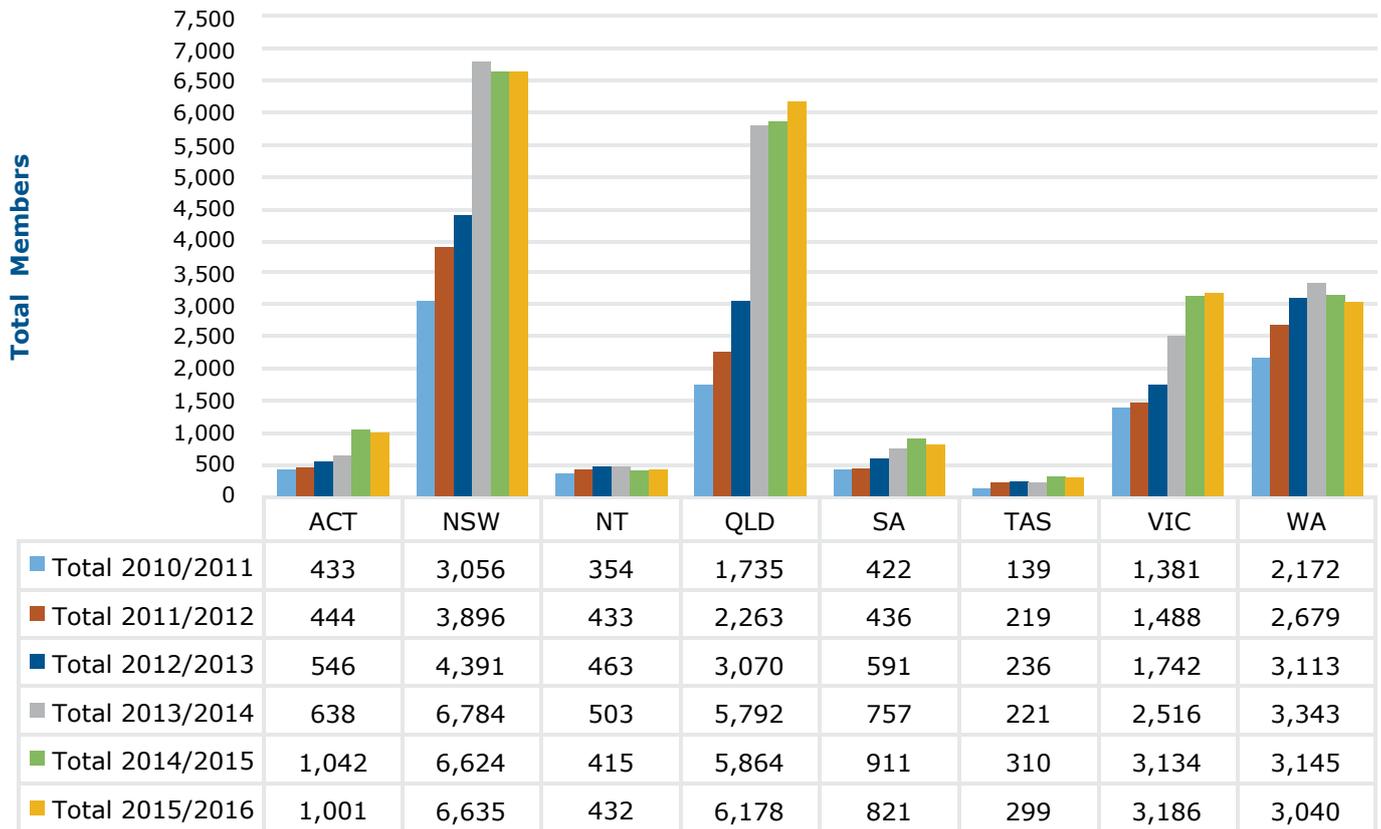
## Membership Growth Rate

Year	National Annual Membership	% Growth
2010-2011	9,755	
2011-2012	11,865	21%
2012-2013	14,152	19%
2013-2014	20,554	45%
2014-2015	21,445	4%
2015-2016	21,592	1%

## National Annual Membership



## Total YTD Membership Comparison By State

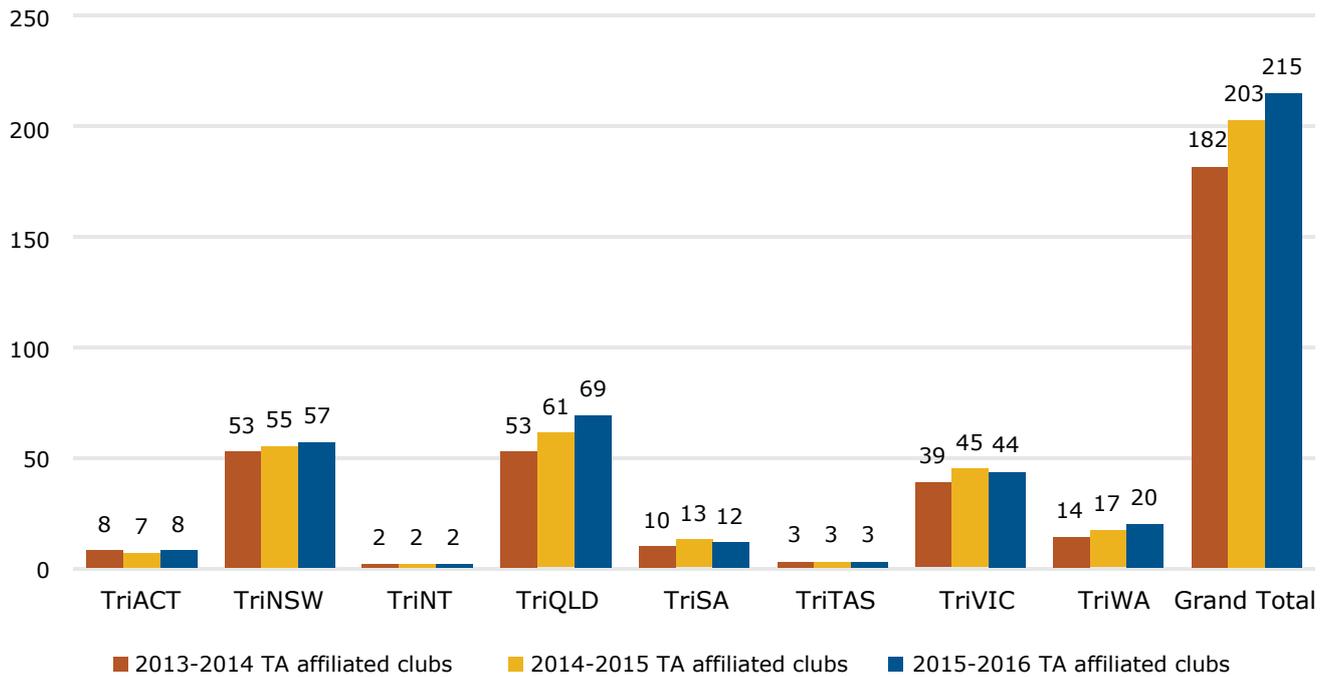


### Members per million of population

## YTD Members per million of Population



## TA affiliated triathlon clubs over the last 3 Years



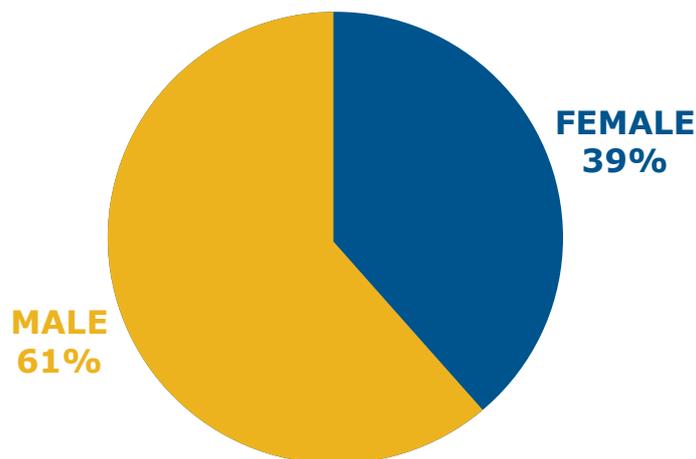
### Key Objective

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

One way of retaining existing members has been to focus on our national club affiliations. Triathlon Australia has grown year on year in total affiliated triathlon clubs since moving to a 100 percent membership model.

Key Performance Indicators: Membership  
Male v Female ratio

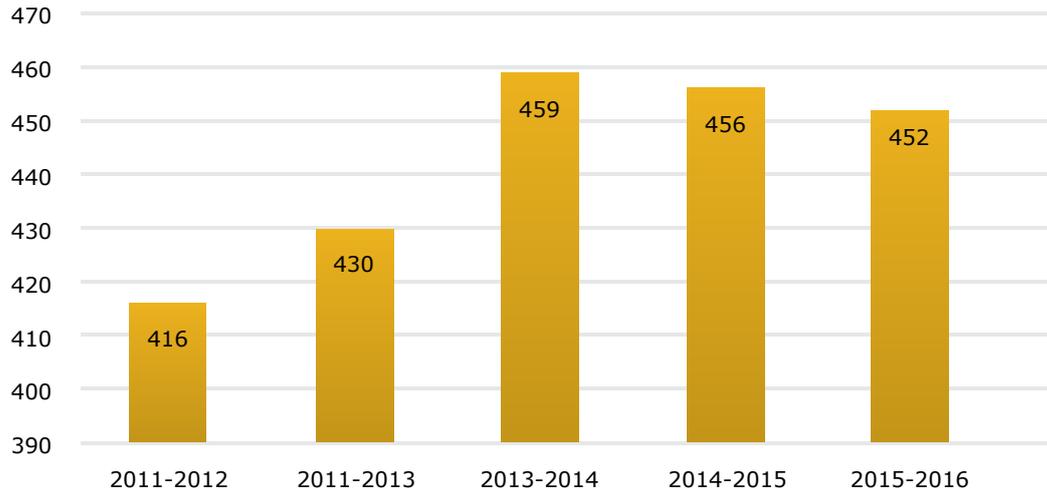
## TOTAL ANNUAL MEMBERSHIP GENDER BREAKDOWN



Increase in the number of accredited Technical Officials as a % of membership

Years	Number of TO's	Membership	TO's as a % of Membership
2011-2012	416	11865	3.5%
2012-2013	430	14152	3.0%
2013-2014	459	20554	2.2%
2014-2015	456	21445	2.1%
2015-2016	452	21592	2.1%

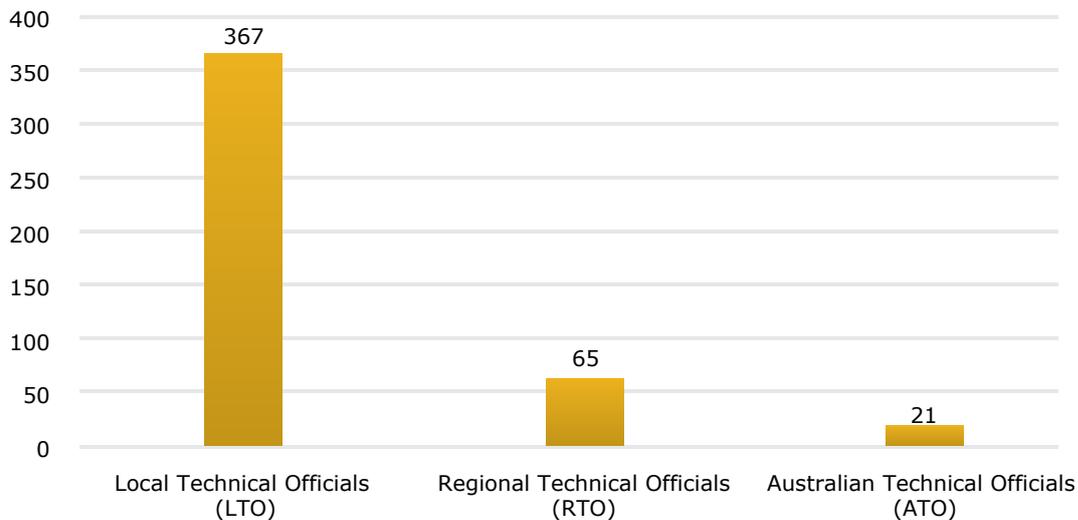
## Number of Technical Officials



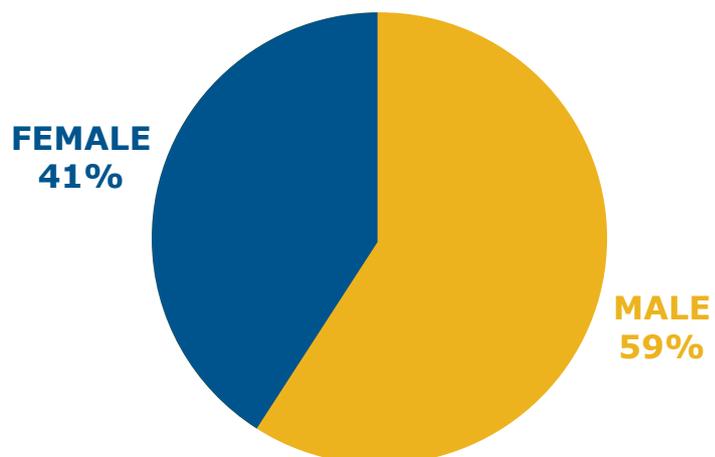
2015-2016 accredited Technical Officials at each level

Local Technical Officials (LTO)	367	81%
Regional Technical Officials (RTO)	64	14%
Australian Technical Officials (ATO)	21	5%
<b>TOTAL</b>	<b>452</b>	<b>100%</b>

## 2015-2016 % of accredited Technical Officials at each level



## TOTAL TECHNICAL OFFICIAL GENDER BREAKDOWN 2015-2016



### Club v Non-Club membership

93% of all members choose to join an affiliated triathlon club when joining the association. 7% of all members choose a membership category that is not linked to an affiliated triathlon club.

### Junior membership

16% of members are under the age of 19 and classed as a junior membership.



# TEAM AUSTRALIA: 2015 AGE GROUP WORLD CHAMPIONSHIP CAMPAIGNS

A number of Australian athletes competed at a variety of 2015 International Triathlon Union Age Group World Championships and Ironman World Championships. A record number of world championship medals were achieved by Australian age group athletes racing around the world.

The table below summarises the Australian age group team campaigns and results:

Event	Number of Australia Athletes	Gold	Silver	Bronze	Medal Total
ITU Long Distance Triathlon Age Group World Championships Motala, Sweden	25	2		1	3
ITU Cross Triathlon Age Group World Championships Sardegna, Italy	14	1	1		2
ITU Long Distance Duathlon Age Group World Championships, Zofingen, Switzerland	1				
ITU Aquathlon Age Group World Championships Chicago, United States of America	75	1	2	3	6
ITU Sprint Distance Triathlon Age Group World Championships Chicago, United States of America	220	1	4		5
ITU Standard Distance Age Group World Championships Chicago, United States of America	235	1		2	3
ITU Duathlon Age Group World Championships Adelaide, Australia	526	34	39	32	105

## Special congratulations must go to our 2015 Age Group World Champions including:

16-19	Female	Sprint Distance Duathlon	Joanne Miller
16-19	Male	Sprint Distance Duathlon	Matt Smith
18-19	Male	Standard Distance Duathlon	Benjamin Walton
20-24	Female	Standard Distance Duathlon	Laura Wolfson
20-24	Male	Standard Distance Duathlon	Kieran Storch
20-24	Male	Sprint Distance Duathlon	Cameron Roberts
25-29	Female	Standard Distance Duathlon	Jacqueline Henricks
25-29	Male	Standard Distance Duathlon	Leigh Stabryla
30-34	Female	Standard Distance Duathlon	Briarna Mackie
30-34	Male	Standard Distance Duathlon	Stephen Hadley
30-34	Male	Sprint Distance Duathlon	Cameron Morrissey
35-39	Female	Sprint Distance Duathlon	Claire Hawkins
40-44	Female	Standard Distance Duathlon	Gina Grayson-Cassey
40-44	Female	Sprint Distance Duathlon	Janet Martin
40-44	Male	Sprint Distance Duathlon	Dean Degan
45-49	Female	Standard Distance Duathlon	Christine Wolfson
45-49	Female	Sprint Distance Duathlon	Nicky Western
45-49	Male	Standard Distance Duathlon	Kim Gillard
50-54	Female	Sprint Distance Duathlon	Celine Hepworth
55-59	Male	Standard Distance Duathlon	Kevin Fergusson
60-64	Male	Standard Distance Duathlon	Philip Hanley
60-64	Male	Sprint Distance Duathlon	Richard Jeffrey
65-69	Male	Sprint Distance Duathlon	David Taylor
70-74	Male	Sprint Distance Duathlon	Ken Murley
75-79	Female	Sprint Distance Duathlon	Hannelore Paxton
75-79	Male	Sprint Distance Duathlon	Heiko Schaefer
80-84	Male	Standard Distance Duathlon	Jolyon Ward
18-19	Male	Long Distance Triathlon	Tyler Allan
25-29	Male	Long Distance Triathlon	Adriel Young
55-59	Female	Aquathlon	Louisa Abram
25-29	Female	Sprint Distance Triathlon	Kate Bramley
65-69	Male	Sprint Distance Triathlon	Robert Pickard
Open	Male	Paratriathlon PT4	Joshua Kassulke
25-29	Male	Ironman	Levi Maxwell
40-44	Male	Ironman	Ben Bell
70-74	Male	Ironman	Griffiths Weste

Special congratulations must go to Stephen Parnell who achieved two age group world championships in 2015 including the 70-74 male sprint distance triathlon and the 70-74 male standard distance triathlon.

Thank you to the Age Group committee led by Chairman Dr Michael Maroney for its work in guiding the vision of the age group world championship campaigns.

# BRAND

**Brand** – a commitment to ensure all logo placements, internal and external are within brand guidelines and current versions. A revised logo lockup was designed to create more visibility and consistency across all platforms, this included a common design element across all apparel and going forward 'storyboards' are created in September each year.

**Digital Review** – currently there are 61 + digital platforms used by TA and STTA's. TA has started to reduce these in line a new digital strategy. Triathlon Australia conducted a complete brand audit of it's website. This has resulted in a new look and easier functionality. It also included moving two STTA's websites, who have limited resources, onto TA's and working towards the ultimate outcome of one Whole of Sport website.

## Communications

A new national media database and distribution template was created, with more consistent and timely messaging to industry and sport media. TA established a new multi-tiered communications plan that defines the roles and responsibilities for High Performance, TA and STTAs.

A new Membership communication and renewals plan was enormously successful, after reviewing the survey and acting on the feedback TA developed new graphics to better explain:

- Member Benefits vs Membership Cost
- Insurance Check List (to quickly see what members are covered for)
- Testimony (Elite athlete Sam Appleton was the ambassador endorsing membership and sharing his experience)

These better resonated with our members as a more easily digestible way to understand the benefits of membership.

## Marketing

A revised and refreshed set of marketing messages was agreed on and our POD as a sport that is appealing to new markets. A set of template documents to be used as a WOS is being built and an awareness of not working in isolation but to share resources in these areas.

- Marketing and promotional materials
- Event presence and activation activities
- Media, social media content, opportunities and profiles

The appointment of an Official TA photographer – Delly Carr, the most highly acclaimed sports photographer globally that has specialized in triathlon for 30 years. Unlimited access to his images for marketing and social media is a major milestone in lifting the professional profile of our sport.

## Growth of the TRI Life database

TRI Life was first established in November 2014 as a triathlon community newsletter focussed on delivering content to a broad audience of annual members, one-day members, past members, partners, sponsors, and other fans of the sport. The long-term goal of this is to continue to grow the distribution database to capture all Australian's with an interest in the sport of triathlon, and to develop communication tools and content that will retain their interest.

The aim has been to expand the audience and variety of content, which has resulted in an additional 5,000 consumers from last year and the total subscribers sits just under 40,000. As part of our national survey the feedback to our TRILife newsletter was very positive with our customers indicating an appetite for more content on personal stories, training, nutrition and events.

## Social Media Platforms

Since the appointment of the new National Marketing Manager a dedicated focus and direction towards engagement on our social media platforms in 2016 has resulted in increased following across the three mediums identified as our focus – Twitter, Facebook and Instagram.

Triathlon Australia has put significant resources to build these platforms and establish itself as the prominent reliable resource for news, race updates, results and imagery.

Instagram received the most attention with a dedicated content planner and the inclusion of the worlds best triathlon photographer Delly Carr and his exceptional imagery along with new digital elite athlete profiling.

The season started with 8,900 by the end of the season the volume has increased to 12,542. This can be largely attributed to the Olympic and Paralympic Games campaigns. With a distinct focus on our Paratriathlete's making their debut in Rio and our digital athlete previews reached extraordinary figures.

Kate Doughty  
30, 390 reach | 11k views | 60 shares | 313 likes/comments  
Brant Garvey  
37,629 reach | 13k views | 88 shares | 298 likes/comments  
Katie Kelly  
43,721 reach | 16k views | 126 shares | 457 likes/comments

It can be seen from engagement statistics that fans/members will look to Triathlon Australia for race updates, images and results, indicating that there is a strong desire for Triathlon Australia to provide this. This activity is helping to build our triathlon community as our fans can comment, share and tag people.

Fan engagement during July and August was extremely high, and can all be contributed to the Commonwealth Games and ITU Grand Final in Edmonton. Posting status updates, images and results links have all seen a massive increase in our fan engagement.

Not surprisingly, the spread of Facebook fans is slightly younger than members, and with a more balanced male to female ratio. Whilst there are more male fans on Facebook, from an engagement perspective, females are more engaged in content. Women are 56% engaged (like, comment or share our posts) compared to men 42%.

	30 June 2015	30 June 2016
TA Facebook page	8923	12584
NTA Facebook page	1405	1642
Age Group world champs page	1138	1572
TA Twitter	3007	4605
TA Instagram	2719	7500
TA YouTube subscribers	124	198
TA YouTube video views	13,746	28,897

### Partnership Update

Strong partnership relationships were maintained with national association sponsors SCODY, High Sierra, Headsweats, TrainingPeaks, V-Insurance Group and TrainingPeaks.

A new prospectus document was designed by our new brand utilization company Bug Communications and presented to two new-interested corporate companies.

### Charity Partnership

Partnerships were established with the Amy Gillett Foundation (AGF) and the John Maclean Foundation (JMF) as official charity partners of Triathlon Australia.

The AGF's mission is to ensure safer bike riding in Australia, with a vision of zero bike rider fatalities. They work with Government, road authorities, corporate, motoring and cycling safety organisations and the public to bring about change with safety campaigns such as the well known 'a metre matters' and 'It's a two-way street'.

Triathlon Australia will work with the AGF to actively promote its objectives to the triathlon community of Australia, including triathlon clubs, state and territory associations, at events and to individual members.

The John Maclean Foundations (JMF) provided \$27,000 to the Australian Paralympic Committee towards assisting the inaugural Paratriathlon team representing Australia with equipment purchases.

# 2015/2016 NATIONAL CALENDAR - EVENTS

Triathlon Australia, each year, offers all event organisers the opportunity to host a national calendar event through an expression of interest process.

## **This process aims to ensure that events designated as part of the national calendar;**

- Ensure an honest, fair and transparent process, demonstrating integrity in the awarding of National Calendar races.
- Provide a clear and informative process which encourages event organisers (commercial, club or other) to host, or aspire to host, a national calendar event.
- Enable healthy competition between event organisers and subsequently raising the standard of all races on the national calendar.
- Continue to strengthen the value of the national championships and national qualifying races for members, event organisers and Triathlon Australia.

## **In addition, this process also aims to ensure that events designated as part of the national calendar:**

- Provide consistent and high quality athlete experience for our members.
- Deliver and continually strive for organisational excellence.
- Showcase some of the best triathlon events Australia has to offer, promoting and raising the profile of the sport.
- Reflect Triathlon Australia's brand values of health, enjoyment, belonging, achievement, respect, integrity.

## **The national calendar incorporates the following events;**

- National Age Group World qualification.
- National Age Group Championships.
- Australian Youth and Junior Championships.
- National Elite Championship.
- National Paratriathlon events.

The National Age Group World Qualification Events and the National Age Group Championship provide an opportunity for all financial annual members to become Australian Champions in their Age Group and form the selection races to earn points to gain a spot for the Australian Age Group World Championship team for the various Age Group ITU World Championships that take place each year.

## **The national events calendar incorporates the following disciplines and categories;**

Discipline	Category
Sprint Triathlon	Elite & U23, Age Group
Standard Triathlon	Elite & U23, Age Group
Long Course Triathlon	Elite & U23, Age Group
Aquathlon	Elite & U23, Age Group
Paratriathlon	Open and Elite
Duathlon	Elite & U23, Age Group/Junior
Cross Triathlon	Elite & U23, Age Group/Junior

# NATIONAL CALENDAR 2015/2016

The 2015/2016 national calendar was announced to members in July 2015 to align with the financial year and annual membership renewal.

14 National Championship races across age group, elite, ITU Youth and ITU Junior categories.

43 National Qualifying races spread across all disciplines (7 of which incorporated a National Championship event).

Australian Junior Triathlon Series, consisting of 3 races incorporating the Australian Junior Triathlon Championships.

## The National Calendar consisted of the following events;

- 16 national championship events across age group, elite, paratriathlon, ITU youth and ITU junior categories.
- 45 national age group world qualification events with 7 of the world qualification events incorporating national age group championships.
- Australian Junior Triathlon Series, consisting of 4 races incorporating 4 Australian championship events across the youth and junior category.

## National Age Group Championship Events

The 2015/2016 season sees the first time hosting of National Championship events at the Queensland Gatorade Triathlon Series, Race 5 Robina, Hell of the West in Goondiwindi and the Richie Walker Aquathlon in Cronulla.

In addition, the 2015/2016 National Calendar sees the first joint hosting of the National Sprint and Paratriathlon Championships, an important alignment to strengthen the long term strategy of National Championship events and Paratriathlon.

TreX X-Tri Series, Lake Crackenback is set to play host to the ITU World Cross Triathlon Championships in November 2016. In2Adventure, in their event preparations for this major event, hosted a test event in conjunction with the 2015/2016 National Cross Triathlon Championships.

Discipline	Event	Event Organiser	Date	State
Duathlon	City of Armadale Duathlon	TriEvents	4 October 2015	WA
Sprint Triathlon	Gatorade Qld Tri Series, Race 5 Robina	The Event Crew	9-10 January 2016	QLD
Standard Triathlon	Tri the Gong Triathlon Festival	Elite Energy	6 March 2016	NSW
Long Course Triathlon	Hell of the West	Goondiwindi Triathlon Club	31 January 2016	QLD
Cross Triathlon	TreX X-Tri Series, Lake Crackenback	In2Adventure	27-28 February 2016	NSW
Aquathlon	Richie Walker Memorial Aquathlon	Cronulla Triathlon Club	14 February 2016	NSW
Paratriathlon	Gatorade Qld Tri Series, Race 5 Robina	The Event Crew	9-10 January 2016	QLD



Triathlon Australia's National Calendar is made up of the key events held across Australia within each membership year that hold championship titles and qualification points. Dates are subject to change, for the most up to date National Calendar, please visit [www.triathlon.org.au](http://www.triathlon.org.au)

## 2015-2016 Age Group Qualifying Races

DUATHLON	SPRINT DISTANCE	STANDARD DISTANCE	LONG DISTANCE	AQUATHLON	CROSS TRIATHLON	PARATRIATHLON
Sydney Duathlon Series, Race 2 Penrith, NSW. Hills Triathlon Club 26 July 2015	Moana Triathlon Series, Race 1 Moana, SA. Xcel Sports 25 October 2015	Townsville Triathlon Festival 2015 Townsville, QLD. Townsville Triathlon Festival Inc. 27-28 June 2015	Berri Hotel Murray Man Triathlon Adelaide, SA. Adelaide Triathlon Club 8 November 2015	Yarrowonga Multisport Festival Yarrowonga, VIC. Triathlon Victoria 17-18 October 2015	TreX-Tri Series Bendigo, VIC. In2Adventure 28-29 November 2015	Moreton Bay Triathlon Moreton Bay, QLD. Triathlon Queensland 6 September 2015
Greater Springfield Duathlon Springfield Central, QLD. Triathlon QLD 9 August 2015	Jackie Fairweather Memorial Triathlon Canberra, ACT. Triathlon ACT 8 November 2015	Yarrowonga Multisport Festival Yarrowonga, VIC. Triathlon Victoria 17-18 October 2015	Hogs Breath Cafe Harvey Bay 100 Hervey Bay, QLD. Hervey Bay Tri Club 21-22 November 2015	Gatorade QLDs Tri Series, Race 3 Kawana, QLD. The EventCrew 14 November 2015	TreX-Tri Series Snowy Mountains, NSW. In2Adventure 27-28 February 2016	Jackie Fairweather Memorial Triathlon Canberra, ACT. Triathlon ACT 8 November 2015
Victorian Duathlon Series, Race 3 Yarra Tri, VIC. Triathlon VIC 30 August 2015	City of Joondalup Triathlon City of Joondalup, WA. TriEvents 13 December 2015	Triathlon ACT Standard Distance Championships Canberra, ACT. Triathlon ACT 31 January 2016	Age Group National Championship IRONMAN 70.3 Geelong, Geelong, VIC IRONMAN A-Pacific 7 February 2016	Tasmanian Aquathlon Championships Kingston Beach, TAS. Triathlon South 31 January 2016	Age Group, Elite, U23 National Champs Roches Beach, TAS. Triathlon South 19 March 2016	Gatorade QLDs Tri Series, Race 5 Robina, QLD. The EventCrew 9-10 January 2016
Wolf Blass Barossa Duathlon Brossa Valley, SA. Xcel Sports 13 September 2015	Gatorade QLDs Tri Series, Race 5 Robina, QLD. The EventCrew 9-10 January 2016	City of Busselton Triathlon Busselton, WA. TriEvents 31 January 2016	Elite National Championship Hell of the West Goondiwindi, QLD. Goondiwindi Tri Club 31 January 2016	Richie Walker Memorial Aquathlon Cronulla, NSW. Cronulla Triathlon Club 13 February 2016	TreX-Tri Series Sunshine Coast, QLD. In2Adventure 16-17 April 2016	National Paratriathlon Championship
Triathlon ACT Duathlon Champs Canberra, ACT. Triathlon ACT 27 September 2015	Age Group National Championship	Qattro Glenelg Triathlon Glenelg, SA. Xcel Sports 31 January 2016	Southwest Sufferfest Triathlon Warrambool, VIC. Warrambool Tri Club 6 March 2016	Triathlon ACT Aquathlon Championships Canberra, ACT. Triathlon ACT 2 March 2016		
Triathlon ACT Duathlon Championships Canberra, ACT. Triathlon ACT 27 September 2015	Tasmanian Sprint Triathlon Champs Seven Mile Beach, TAS. Triathlon South 17 January 2016	Devonport Triathlon Devonport, TAS. Cradle Coast Sports & Events 20-21 February 2016	Karri Valley Triathlon Karri Valley, WA. Stadium Triathlon Club 19-20 March 2016			
City of Armadale Duathlon Armadale, WA. TriEvents 4 October 2015	Gatorade Triathlon Series, Race 3 Elwood, VIC. SuperSprint 21 February 2016	Elite, U23 National Championship Tri the Gong Triathlon Festival Wollongong, NSW. Elite Energy 6 March 2016	Coles Bay Half Triathlon Coles Bay, TAS. Multisport Triathlon Inc. 5 March 2016			
Age Group, Elite, U23 National Championship	Gold Coast Triathlon, Luke Harrop Memorial Gold Coast, QLD. IRONMAN Asia-Pacific 10 April 2016	Age Group National Championship	Victor Harbour Triathlon Victor Harbour, SA. Elite Athlete Promotions 13 March 2016			
Tasmanian Sprint Duathlon Champs Seven Mile Beach, TAS. Triathlon South 8 November 2015	Triathlon NT State Championships Darwin, NT. Triathlon NT 10 April 2016	Victor Harbour Triathlon Victor Harbour, SA. Elite Athlete Promotions 13 March 2016	Kingscliff Triathlon, Kingscliff QLD. QSM Sports 20 March 2016			
	DRAFT LEGAL RACE Age Group Draft Legal Sprint Racing TBC					
	DRAFT LEGAL RACE Australian Capital Triathlon. Canberra, ACT. 100% Events 12 March 2016					

- AUSTRALIAN CAPITAL TERRITORY
- NEW SOUTH WALES
- NORTHERN TERRITORY
- QUEENSLAND
- SOUTH AUSTRALIA
- TASMANIA
- VICTORIA
- WESTERN AUSTRALIA
- NATIONAL CHAMPIONSHIP

## 2016 ITU World Championships

DUATHLON	SPRINT DISTANCE	STANDARD DISTANCE	LONG DISTANCE	AQUATHLON	CROSS TRIATHLON	PARATRIATHLON
2016 AVILES ITU DUATHLON WORLD CHAMPIONSHIPS Aviles, Spain 4 - 5 June 2015	2016 MEXICO ITU TRIATHLON WORLD CHAMPIONSHIPS SPRINT DISTANCE CHAMPIONSHIPS, Cozumel, Mexico 11 - 18 September 2016	2016 MEXICO ITU TRIATHLON WORLD CHAMPIONSHIPS SPRINT DISTANCE CHAMPIONSHIPS, Cozumel, Mexico 11 - 18 September 2016	2016 OKLAHOMA ITU LONG DISTANCE TRIATHLON WORLD CHAMPIONSHIPS Oklahoma, USA 24 - 25 September 2016	2016 MEXICO ITU TRIATHLON WORLD CHAMPIONSHIPS SPRINT DISTANCE CHAMPIONSHIPS, Cozumel, Mexico 11 - 18 September 2016	2016 SNOWY MOUNTAINS ITU CROSS TRIATHLON CHAMPIONSHIPS Lake Crackenback, NSW Australia 19 - 20 November 2016	2016 MEXICO ITU TRIATHLON WORLD CHAMPIONSHIPS SPRINT DISTANCE CHAMPIONSHIPS, Cozumel, Mexico 11-18 September 2016

## 2015-2016 National Championship Races

DUATHLON	SPRINT DISTANCE	STANDARD DISTANCE	LONG DISTANCE	AQUATHLON	CROSS TRIATHLON	PARATRIATHLON
City of Armadale Duathlon Armadale, WA. TriEvents 4 October 2015	Gatorade QLDs Tri Series, Race 5 Robina, QLD. The EventCrew 9-10 January 2016	Tri the Gong Triathlon Festival Wollongong, NSW. Elite Energy 6 March 2016	Hell of the West Goondiwindi, QLD. Goondiwindi Tri Club 31 January 2016	Richie Walker Memorial Aquathlon Cronulla, NSW. Cronulla Triathlon Club 13 February 2016	TreX-Tri Series Snowy Mountains, NSW In2Adventure 27-28 February	Gatorade QLDs Tri Series, Race 5 Robina, QLD. The EventCrew 9-10 January 2016
Age Group, Elite, U23 National Championship	Age Group National Championship	Age Group National Championship Elite and Under 23 Oceania Cup race	Age Group National Championship	Age Group National Championship	Age Group, Elite, U23 National Championship	Paratriathlon National Championship
	Penrith Triathlon Triathlon NSW 23-24 April 2016	Devonport Triathlon Devonport, TAS. Cradle Coast Sports & Events 20-21 February 2016	IRONMAN 70.3 Geelong IRONMAN Asia-Pacific Vic. 7 February 2016			
	Elite, U23 National Championship	Elite, U23 National Championship Elite and Under 23 Oceania Cup Race Paratriathlon Oceania Continental Championship Race	Elite National Championship			



**TRIATHLON**  
AUSTRALIA  
NATIONAL CHAMPION

## 2015-2016 National Junior Triathlon Series

RACE 1	RACE 2	RACE 3	RACE 4
Super Sprint Race Weekend Runaway Bay QLD. Triathlon QLD December 11-13 2015	Gatorade QLDs Tri Series, Race 5 Robina Robina QLD. The EventCrew 9-10 January 2016	Devonport Triathlon Devonport, TAS. Cradle Coast Sports & Events 20 - 21 February 2016	Oceania Triathlon Union Oceania Junior Triathlon Championships Gisborne NZL. Date TBC
		Australian Junior Triathlon Championships	

Dates are subject to change, for the most up to date National Calendar please visit [www.triathlon.org.au](http://www.triathlon.org.au)



# NATIONAL QUALIFYING EVENTS

The 45 national age group qualification events are spread across all disciplines, states and territories, and designed to offer the best opportunity for members to accumulate points towards world championship qualification into the Australian age group team. This opportunity is balanced with ensuring that all events selected as national qualification events also assist to develop, promote and showcase the sport. They also offer our financial members the opportunity to become Australian champions in their age group, and form the selection races to earn points to gain a spot for the Australian Age Group World Championship team for the various age-group ITU World Championships that take place each year.

## Draft Legal Age Group Racing

This season saw the introduction of the first draft legal age group sprint distance races after an ITU rule change to incorporate draft legal age group sprint triathlon and sprint duathlon at the ITU World Championship events from 2016. Draft legal racing has only been conducted previously at elite and ITU youth and junior racing.

In order to establish safe delivery practices and determine any changes required to Triathlon Australia's race competition rules, two preliminary test events for age group sprint triathlon draft legal racing were incorporated into the national calendar. Inclusion into the national calendar also assisted in preparing Triathlon Australia members who were looking to qualify and be part of the Australian Age Group Team at the 2016 ITU World Sprint Triathlon and Duathlon Championships.

## Sprint Triathlon Draft Legal Events

Event	Event Organiser	Date	State
Australian Capital Triathlon	100 Percent Events	12 March 2016	ACT
The Triathlon Series, Race 6 - Penrith	Triathlon NSW/ 100 Percent Events	23 April 2016	NSW

The outcome of these age group draft legal events was a positive experience for both athlete and event organisers with recommendations to continue to encourage, develop and promote this new concept.

## National Paratriathlon Events

The national calendar included three national paratriathlon events. These events are extremely important to the development and promotion of paratriathlon in Australia providing pathway opportunities, qualification points and the chance to be a national champion in each category consisting of PT1, PT2, PT3, PT4 and PT5.

The points offered in these three paratriathlon qualifying events went towards selection into the open paratriathlon team for the 2016 Mexico ITU Open Paratriathlon World Championships.

The National Paratriathlon Championships, which holds double selection points, were hosted at the Gatorade Queensland Triathlon Series, Race 5 in Robina for the first time and held in conjunction with the National Sprint Triathlon Championships.

Discipline	Event	Event Organiser	Date	State
Paratriathlon	Moreton Bay Triathlon	Triathlon Queensland	6 September 2016	QLD
Paratriathlon	Triathlon ACT Sprint Distance Championships	Triathlon ACT	25 October 2015	ACT
Paratriathlon	Gatorade Qld Tri Series, Race 5 Robina	The Event Crew	10 January 2016	QLD

## National Elite Championship Events

The elite national championship events have been awarded in conjunction with either a national age group championship race or an Oceania Triathlon Union (OTU) Continental Cup or Continental Championship event.

National Championship Discipline	Date	Race	Event Organiser	National Championships Status
Duathlon	4 Oct 2015	City of Armadale Duathlon	TriEvents	National Elite & U23 Duathlon Championships
Standard Triathlon	20-21 Feb 2016	Devonport Triathlon	Cradle Coast Sports & Events	National Elite & U23 Standard Distance Championships
Cross Triathlon	27-28 Feb 2016	TreX X-Tri Series, Lake Crackenback	In2Adventure	National Elite & U23 Cross Triathlon Championship
Long Course Triathlon	6-7 Feb 2016	Geelong 70.3	Ironman Asia Pacific	National Elite Long Course Triathlon Championship
Sprint Triathlon	23-24 Apr 2016	Penrith	Triathlon NSW	National Elite & U23 Sprint Distance Championships

## Australian Junior Triathlon Series

The Australian Junior Triathlon Series is the key national racing development opportunity in Triathlon Australia's talent pathway for Youth and Junior athletes aged 13-19. The series is designed to challenge and enhance Australia's most talented developing triathletes by competing against their peers and earning series points to determine the Australian Series Point Score Champions. To compete in the Australian Junior Triathlon Series, athletes must hold one of the following Triathlon Australia memberships; ITU Youth (13-16yrs), ITU Junior (17-19yrs). This means athletes have been assessed and endorsed to compete in draft legal triathlon. ITU Junior (17-19yrs) athletes can be selected from race performances within the Australian Junior Triathlon Series to represent Australia at the ITU World Junior Triathlon Championship.

### The Australian Junior Triathlon Series – Races and Event Status

RACE 1 – 11-13 December 2015: Super Sprint Race Weekend, Runaway Bay, Gold Coast QLD

- ITU Youth (13-15) Category for athletes age 13-15yrs in 2016
- ITU Junior (16-19) Category for athletes age 16-19yrs in 2016

RACE 2 – 9 January 2016: Gatorade Queensland Triathlon Series (R5), Robina, Gold Coast QLD

- ITU Youth (13-15) Category for athletes age 13-15yrs in 2016
- ITU Junior (16-19) Category for athletes age 16-19yrs in 2016

RACE 3 – 20 & 21 February 2016: Australian Junior Triathlon Championships, Devonport TAS

- Australian Junior Triathlon Championships
- Australian Junior Mixed Teams Triathlon Relay Championships
- Australian Youth Triathlon Championships
- Australian Youth Mixed Teams Triathlon Relay Championships
- Selection Race for 2016 ITU World Junior Triathlon Championships, Cozumel MEXICO
- ITU Junior (16-19) Category for athletes age 16-19yrs in 2016
- ITU Youth (13-15) Category for athletes age 13-15yrs in 2016

RACE 4 – 19 & 20 March 2016: OTU Oceania Junior Triathlon Championships, Gisborne NEW ZEALAND

- OTU Oceania Junior Triathlon Championships
- OTU Oceania Junior Mixed Teams Triathlon Relay Championships
- Selection Race for 2016 ITU World Junior Triathlon Championships, Cozumel MEXICO\* (TBC)
- ITU Junior (16-19) Category for athletes age 16-19yrs in 2016
- Annual AUS v NZL Trans-Tasman Challenge (States v NZL Team Point Score Individual JNR Races)

### MAJOR EVENT CALENDAR

Triathlon Australia's major events are set in some of Australia's most iconic locations and are the pinnacle of the sport in the country, forming a pivotal piece in many key strategic areas including;

- Training and development of technical officials
- Access to international competition that provides valuable experience for the development of elite athletes and the ability to earn vital ITU ranking points
- Drive standards and quality of event management by delivering world level class events
- Raising awareness and profile of the sport in Australia, Oceania and internationally

Triathlon Australia's major events calendar consists of the following;

- ITU Triathlon Continental Cups and Continental Championships
- ITU Triathlon World Cup
- ITU World Championships
- ITU World Triathlon Series
- World Paratriathlon Event

OTU Continental Cup and OTU Championship Events

[2016 Devonport OTU Standard Triathlon Oceania Cup](#) - Cradle Coast Sports & Events, Devonport TAS, 20-21 February

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	7	5	2
Elite Men	12	19	2

[2016 Devonport OTU Paratriathlon Oceania Championship](#) - Cradle Coast Sports & Events, Devonport TAS, 20-21 February

Category	No of athletes competing	Australian Competitors	International Competitors
Paratriathlon Men	12	11	1
Paratriathlon Women	7	7	0

2016 Wollongong OTU Sprint Triathlon Oceania Cup - Elite Energy LTD PTY, Wollongong NSW, 5 - 6 March

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	28	11	17
Elite Men	49	25	24

2016 Penrith OTU Sprint Triathlon Oceania Championship - 100% Events, Penrith NSW, 23 -24 April

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	12	9	2
Elite Men	22	19	22

ITU Triathlon World Cup - 2016 Mooloolaba ITU Triathlon World Cup - IRONMAN Asia Pacific, 12 March

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	52	6	46
Elite Men	69	6	63

ITU World Championships

2015 Adelaide ITU Duathlon World Championships | Pro Results, 17-18 October

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	13	5	8
Elite Men	34	6	28
U23 Women	3	1	2
U23 Men	11	4	7
Junior Women	9	4	5
Junior Men	15	7	8
Paratriathlon Men	9	6	3
Paratriathlon Women	7	6	1

ITU World Triathlon Series

2016 ITU World Triathlon Series Gold Coast

The Gold Coast race was the second round of the 2016 WTS calendar and staged the final automatic Rio Olympic Games qualifying race for the Australian elite triathletes.

Category	No of athletes competing	Australian Competitors	International Competitors
Elite Women	66	5	61
Elite Men	65	7	59

Category	No of athletes competing	Australian Competitors	International Competitors
Men PT1	10	3	7
Men PT2	8	2	6
Men PT3	2	1	1
Men PT4	16	3	13
Men PT5	3	1	2
Total	39	10	29
Women PT1	2	2	0
Women PT2	4	0	4
Women PT3	1	1	0
Women PT4	6	2	4
Women PT5	2	0	2
Total	15	5	10



# TRIATHLON AUSTRALIA TECHNICAL OFFICIALS

The 2015 / 2016 saw a total number of 452 technical officials volunteering their time to officiate across all level events and STTAs. Triathlon Australia sanctioned a total of 804 races, 225 of those events had technical officials attend to ensure the field of play was safe and fair.

## Highlights

### 2016 ITU World Triathlon Series Gold Coast

A team of 40 technical officials including 27 Australians (3 in senior roles and 7 in chief positions).

### Devonport Triathlon, 13-14 February 2016

A team of 17 technical officials officiated at a total of 10 events across 2 days of competition with the schedule consisting of various Australian Championship and OTU events including; Juniors, Team Relays, Elite, Under 23, Paratriathlon and Age Group.

### Noosa Multisport Festival, 1 November 2015

A team of 45 technical officials was required for the Noosa Multisport Festival as it played host to the largest field of competitors ever to take part in a standard triathlon event with the total number of competitors reaching 8,272.

Total number of Technical Officials per STTA	ACT = 22
	NSW = 81
	QLD = 150
	SA = 18
	TAS = 45
	VIC = 60
	WA = 76
Technical Official Average Years of Service	5.3 years
Oldest Accredited Technical Official	76 years of age and still actively involved in the program
Youngest Accredited Technical Official	20 years old from QLD
Average age of an Accredited Technical Official	49 years of age

## Technical Key Performance Indicators

Year	Number of TO's	Local TO	Regional TO	Australia TO
2011-2012	416			
2012-2013	430			
2013-2014	459			
2014-2015	456			
2015-2016	452	1.70% 367	0.3% 64	0.1% 21

## Participation Figures

Total Annual Member Individuals	53,399
Total ODM Individuals	88,013
Total Annual Member Teams	3,549
Total ODM Teams	31,821
Total Race Starts in 2015/16	176,782



# HIGH PERFORMANCE

The aim of Triathlon Australia's High Performance Plan is to be the leading nation at the Olympic Games, Paralympic Games, Commonwealth Games and ITU World Championships by 2020. A key determinant in achieving this goal will be ensuring all our key athletes are well supported in World Class Daily Performance Environments (DPE). Ensuring an appropriate mix of location specific Sport Science and Sport Medicine (SSSM) service provision, access to facilities, and committed driven coaches are available to support athletes in their Daily Performance Environments (DPEs) is vital.

Our National Performance Centre and State Performance Centre program is central to this. NPCs, which are World Class DPEs supported by the State Institute/Academy of Sport (SIS/SAS) network provide for our highest Categorised athletes, while the SPCs act as critical underpinning programs for our talented and developing junior athletes. Investment from Triathlon Australia into these centres has been targeted at augmenting the existing environment and ensuring a sustainable athlete pathway.

The NPCs and SPCs must meet Triathlon Australia criteria that support elite triathlon performance. In doing this TA will:

- Take the lead in defining the environment and supporting the delivery outcomes;
- Invest in high performing environments with a proven track-record, or the capacity to achieve a performance culture;
- Require environments to bring with them significant external stakeholder or investor support;
- Provide investment that value adds to the current situation.

Our goal in this process is a more robust, quality assured DPE that supports a greater number of world-class triathletes and their coaches to achieve internationally competitive results.

## 2015 Olympic Test Event

During 2015 the Olympic Games Test event was conducted in Rio on what is to be the Olympic Course. This event was of key importance to the athletes and the program for a number of reasons. Firstly, on the line were automatic quota places for the Federation of the athletes that finished on the podium. Secondly, this event was one of two opportunities for Australian athletes to win automatic nomination for the 2016 Olympic Team as per the Nomination Policy. To do this, athletes need to be the first Australian athlete and finish in the top 10.

This event provided the opportunity for not only the athletes to race on the Olympic course but for the program to conduct a dress rehearsal of Games time operation. As the Team will do for the competition period of the Olympic Games, the Team stayed at the AOC.

"Copacabana zone" hotel. A number of other operation details were also rehearsed and developed. This provided significant learnings and feedback that have helped shape plans for the Games.

From a results perspective we had one male satisfy the automatic nomination criteria in the Olympic Nomination Policy to earn the privilege of knowing he was going to the Games. That athlete was Aaron Royle. Aaron finished 6th and his performance was an excellent example of delivering a performance on the required day. Other male performances worthy of note on the day were Ryan Bailie finishing 14th and Ryan Fisher in 21st.

In the women's race we unfortunately did not have anyone satisfy the automatic nomination criteria, with Gillian Backhouse the best finisher in 13th and Ashleigh Gentle in 19th.

## 2015 World Championships

The 2015 World Triathlon Championships and World Series Final in Chicago was the Benchmark event for the Triathlon Australia High Performance Program.

Jake Birtwhistle backed up his silver medal in the Junior World Championships in 2014 with an emphatic win in the U23 Worlds in his first year in the category. This result further confirms the emergence of Jake as an athlete of the future. With a number of talented young men in the Junior program following Jake we feel confident our male program is continuing to develop and will see some successes at the Elite level in the years to come.

Unfortunately, this was not a great World Championships for our Junior program. Both women selected to compete unfortunately had to withdraw after season ending injuries. The men's race was changed to a duathlon due to extreme weather and after sitting around for a number of hours waiting for the race to commence our young men competed well but were not on the podium. Matt Hauser was our best finisher in 5th with Luke Willian a close 6th.

In the World Series Final both Ryan Bailie and Aaron Royle capped off what has been a great season for them both. Aaron followed up his 6th in the Rio Test Event and podium performance at the Stockholm WTS with a strong 7th place. Ryan Bailie's consistency for 2015 continued and his 10th place here is an indication of strong things to come for Ryan as he continues to develop. After the disappointing results of 2014, having two men in the top 10 at the Grand Final is a good turn around.

The results in the Women's Grand Final was also an encouraging improvement on 2014, with Emma Moffatt in 12th, Charlotte McShane in 13th and Ashleigh Gentle in 14th. Ashleigh in particular had a breakthrough year achieving her first podium in the World Series with a silver medal at the Yokohama World Series Race.

# HIGH PERFORMANCE PATHWAY

The 2015/2016 year has been significant within the High Performance Athlete Talent Pathway with excellent progression of our next generation of elite athletes. There has also been some outstanding national and international performance by our young developing athletes including multiple medals at Elite & Junior continental cups in Oceania, Asia, Americas and Europe as well as the ITU World Triathlon Championships (Chicago, USA).

## National Talent Academy



The National Talent Academy (NTA) program continues to provide outstanding development opportunities for Australia's developing elite athletes. The NTA program said good bye to National Talent Pathway Manager, Keiran Barry who left to pursue business interests in Sydney. Triathlon Australia was sad to see Keiran leave as he was an important and well respected coach in the national talent pathway.

The NTA program once again supported selected athletes with development opportunities through national camps, lectures, coaching/-mentoring support and national/international travel opportunities. Indeed in 2015 the NTA International "Young Guns" athletes travelled to Japan as well as attending numerous domestic and Oceania events.

One of the highlights of the NTA for 2016 was the national camp conducted in Wollongong in March. The NTA athletes and coaches were imbedded into Jamie Turner high performance squad and had the opportunity to train alongside Olympians Gwen Jorgensen, Barbara Riveros and Aaron Royle et al. The athletes then competed in the Wollongong Oceania Cup Triathlon. The 2016 National Talent Academy athletes are:

### NTA MALES

Dan COLEMAN	QLD (U23)	Coach Dan Atkins (NPC Gold Coast)
Brandon COPELAND	NSW (U23)	Coach Peter McKenzie (Sunshine Coast)
Matt HAUSER	QLD (JNR)	Coach Brian Harrington (Hervey Bay)/Dan Atkins (NPC GC)
Matt ROBERTS	QLD (U23)	Coach Steve Moss (NPC/QAS Brisbane)
Luke WILLIAN	QLD (U23)	Coach Warwick Dalziel (SPC Brisbane)
Christian WILSON	QLD (U23)	Coach Chris Lang (SPC Sheldon College)

### NTA FEMALES

Brittany DUTTON	QLD (JNR)	Coach Josh White (SPC QAS)
Emma JEFFCOAT	NSW (U23)	Coach Mick Delamotte (Sydney)
Jaz HEDGELAND	WA (U23)	Coach Dan Atkins (NPC Gold Coast)
Kira HEDGELAND	WA (JNR)	Coach Dan Atkins (Perth/NPC Gold Coast)
Alexander PATERSON	VIC (U23)	Coach Keith Fearnley/Richard Stewart (Melbourne)
Sophie MALOWIECKI	QLD (JNR)	Coach Steve Moss (NPC/QAS Brisbane)
Kelly-Ann PERKINS	QLD (U23)	Coach Dan Atkins (NPC Gold Coast)

### STATE PERFORMANCE CENTRES

The Triathlon Australia, State Performance Centres (SPC) program is designed for TA High Performance (HP) to directly recognise and support coaches and their daily training environments that deliver athletes into the HP Pathway and onto Australian Elite Teams. The SPC coaches were extremely active throughout the year supporting and driving key national athlete pathway activities including National Development Camp, Australian Junior Triathlon Series, National Talent Academy (NTA) camp, NTA Young Guns International Tour and World Championship Teams. The SPC coaches were also involved in their respective state and territory development programs as well as being heavily involved in Paratriathlon and Paralympic Games preparation.

The four SPC coaches for 2015/2016 were:

Corey BACON (Canberra, ACT)	Warwick DALZIEL (Brisbane, QLD)
Chris LANG (Sheldon College, Brisbane QLD)	Josh WHITE (Brisbane, QLD)

### 2016 Australian Junior Triathlon Series



The 2016 Australian Junior Triathlon Series (AJTS) was memorable in many ways. There was record number of entries at several events, excellent performances and some incredibly exciting racing. Indeed, at the Australian Junior Triathlon Championships in Devonport, Tasmania and OTU Oceania Junior Championships in Gisborne, New Zealand produced some outstanding performances. The series had four races kicking off in Canberra, ACT then moving to Robina, QLD before the two double points and championship races in Devonport and Gisborne.

## 2016 AUSTRALIAN JUNIOR TRIATHLON CHAMPIONSHIPS – Devonport TAS

### ITU Junior (16-19yrs) Women

GOLD: Sophie MALOWEICKI (QLD)  
SILVER: Brittany DUTTON (QLD)  
BRONZE: Zoe LEAHY (QLD)

### ITU Junior (16-19yrs) Men

GOLD: Matthew HAUSER (QLD)  
SILVER: Liam McCOACH (WA)  
BRONZE: Kurt McDONALD (VIC)

### Mixed Teams Triathlon Relay

GOLD: Western Australia

## 2016 AUSTRALIAN YOUTH TRIATHLON CHAMPIONSHIPS – Devonport TAS

### ITU Youth (13-15yrs) Women

GOLD: Charlotte DERBYSHIRE (SA)  
SILVER: Keely WHITTAKER (QLD)  
BRONZE: Abby OUWENDYK (WA)

### ITU Youth (13-15yrs) Men

GOLD: Lachlan SOSINSKI (QLD)  
SILVER: Samuel TIERNEY (SA)  
BRONZE: Oscar DART (VIC)

### Youth Mixed Teams Triathlon Relay

GOLD: South Australia

## 2016 OTU OCEANIA JUNIOR TRIATHLON CHAMPIONSHIPS – Gisborne, NZL

### ITU Junior (16-19yrs) Women

GOLD: Jessica CLAXTON (WA)  
SILVER: Ellie HOITINK (ACT)  
BRONZE: Zoe LEAHY (QLD)

### ITU Junior (16-19yrs) Men

GOLD: Matthew HAUSER (QLD)  
SILVER: Dan HOY (NZL)  
BRONZE: Liam McCOACH (WA)

### Oceania Junior Mixed Teams Triathlon Relay Championships

GOLD: AUSTRALIA (QLD) I (Sophie MALOWIECKI, Matthew HAUSER, Zoe LEAHY & Kye WYLDE)

### Trans Tasman Teams Challenge (Teams point score based on individual race results)

**ITU Junior Women:** ACT/VIC (Grace HOITINK, Ellie HOITINK & Matilda VIDLER)

**ITU Junior Men:** NEW ZEALAND (Liam WARD, Dan HOY, Trent DODDS & Bradley CULLEN)

## 2016 Australian Junior Triathlon Series Point Score



### ITU Junior (16-19yrs) Women

1st Sophie MALOWIECKI QLD  
2nd Jessica CLAXTON WA  
3rd Ellie HOITINK ACT

### ITU Junior (16-19yrs) Men

1st Matthew HAUSER QLD  
2nd Liam McCOACH WA  
3rd Kye WYLDE QLD

### ITU Youth (13-15yrs) Women

1st Charlotte DERBYSHIRE SA  
2nd Keely WHITTAKER (QLD)  
3rd Abby OUWENDYK (WA)

### ITU Youth (13-15yrs) Men

1st Dylan McCULLOUGH NZL  
2nd Lachlan SOSINSKI QLD  
3rd Samuel TIERNEY SA

## 2015 National Development Camp

The 2015 National Development Camp (NDC) was conducted at the Australian Institute of Sport (AIS) in Canberra. The annual NDC was first conducted in 2007 and the past nine camps has seen over 350 junior athletes and 80 junior coaches exposed to the best high performance coaches from around Australia. The 2015 NDC was no exception, with many first time coaches and athletes being part of this year's camp. Everyone from the first timers to third year "veterans" were educated and challenged on ways to become the best possible athletes they could be.

The 2015 NDC was run by our most experienced High Performance Coaches including Dan Atkins, Chris Lang, Warwick Dalziel, Josh White and Corey Bacon. Each of these coaches left their respective National and State Performances Centres behind for the week to give their total attention to our emerging junior athletes.

Athletes and coaches also had the outstanding opportunity to have access the amazing and world class facilities at the AIS utilising the high tech swimming pool, athletics track and the important dining hall.

## 2015 CHICAGO ITU WORLD ELITE PARATRIATHLON CHAMPIONSHIPS

At the 2015 World Championships in Chicago last September the Australian Elite Paratriathlon Team won 7 medals, from a team of 14 athletes, and was the second most successful nation overall, behind the USA by one medal. This was a strong result after winning just one medal at the 2014 World Championships.

### World Elite Champions

PT1 Bill Chaffey  
PT3 Sally Pilbeam  
PT5 Katie Kelly & Guide Michellie Jones

### Bronze Medals

PT3 Justin Godfrey  
PT4 Kate Doughty

### Silver Medals

PT1 Emily Tapp  
PT3 Kerryn Harvey

### Other Results

PT1 Nic Beveridge 9th  
PT2 Brant Garvey 6th  
PT4 Claire McLean 8th  
PT4 Jack Swift 12th

## 2015 CHICAGO ITU WORLD OPEN PARATRIATHLON CHAMPIONSHIPS

Triathlon Australia continued to be a strong supporter of the Open category in Paratriathlon, which is aligned to the Age Group category with athletes grouped by class rather than age.

PT1 Sara Tait – Silver  
PT3 Debbie Wendt – Gold  
PT4 Joshua Kassulke – Gold, Tony Scoleri – DSQ  
PT5 Beth White – Silver (check guide's name with Alex)

## ITU PARATRIATHLON EVENTS IN AUSTRALIA

Triathlon Australia, with the support of the STTAs and local race directors continued to provide excellent international competition opportunities in Australia for paratriathletes, from first time beginners to our World Championship medallists.

The Oceania Paratriathlon Championships was included with the iconic Devonport triathlon in 2016. As well as elite racing there was the opportunity for other athletes to enter in the Open or TWD category.

## OCEANIA CHAMPIONS

PT1 Bill Chaffey, Emily Tapp  
PT2 Brant Garvey  
PT3 Sally Pilbeam  
PT4 Joshua Kassulke, Kate Doughty  
PT5 Jonathan Goerlach (guide Luke Whitmore), Katie Kelly (guide Jen Davis)

Australia again staged a World Paratriathlon Event in 2016. The Penrith WPE provided one of the final qualifying opportunities for the Rio Paralympic Games and was hotly contested by some of the world's leading athletes. There was also an Open and TWD race held before, enabling the new athletes to then watch the elites competing on the same course as they had just done.

PT1  
1. Bill Chaffey AUS  
2. Joe Townsend GB  
3. Benjamin Lenatz GER

1. Emily Tapp AUS  
2. Sara Tait AUS

PT2  
1. Andrew Lewis GB  
2. Brant Garvey AUS  
3. Lionel Morales ESP

PT3  
1. Justin Godfrey AUS  
2. Nurbek Toichubaeov KGZ  
1. Kerryn Harvey AUS

PT4  
1. George Peasgood GB  
2. Alexander Yalchik RUS  
3. Carlos Rafael Viana BRA

1. Kate Doughty AUS  
2. Clare Cunningham GB  
3. Claire McLean AUS

PT5  
1. Jonathan Goerlach AUS  
2. Jose Luis Garcia Serrano ESP  
3. Ryu Nakazawa JAP

1. Elizabeth Baker USA  
2. Atsuko Yamada JAP

## NATIONAL CHAMPIONS 2016

PT1 Bill Chaffey  
Sara Tait

PT2 Brant Garvey

PT3 Justin Godfrey  
Sally Pilbeam

PT4 Joshua Kassulke  
Kate Doughty

PT5 Jonathan Goerlach (guide Luke Whitmore)  
Katie Kelly (guide Jen Davis)

TWD Andrew Gibson  
Kylie Black

# HIGH PERFORMANCE KPI | COACHING

## High Performance Coach Development

### High Performance Coach Excellence Program

Triathlon Australia continues to evolve their High Performance Coach Excellence Program; an individualised professional development program for identified high performance coaches to continue to develop the current generation of national coaches and ensure continued improvement in their knowledge and skill base.

Triathlon Australia High Performance Coaches were selected for personal development opportunities offered Australian Institute of Sport Centre for Performance Coaching & Leadership throughout 2015-16 including:

- AIS Podium Coach Program
- AIS Performance Coach Program
- AIS World Class to World Best Conference
- AIS Coach Exchange

### Talent Pathway Coach Mentor Program

This Talent Pathway Coach Mentor Program offered an immersive practical opportunity for targeted next generation high performance coaches. Targeted coaches enjoyed unprecedented access to Triathlon Australia High Performance coaches and support staff to help them to truly understand, the demands of Elite ITU racing and long term athlete development strategies to prepare junior athletes with a strong focus on skills development to meet those demands in the future.

No of professional athletes [categorised] per Level 2+ coaches

Year	Professional Athletes*	Level 2+ coaches ^	Ratio
2013-2014	32	21	1.53
2014-2015	41	21	1.95
2015-2016	51*	90^	0.57

\*Elite Paratriathletes included

^ All Performance & High Performance coaches included

Target: <10

Achieved: 0.57

No of coaches with athletes in the Athlete Tier structure

Year	Coaches
2013-2014	28
2014-2015	17
2015-2016	15

Target: >10

Achieved: 15

Note: Consolidation of athletes in NPC & SPC environments

No of coaches with podium places at benchmark events [ITU Grand Final Chicago]

Year	No of Coaches
2013-2014	0
2014-2015	0
2015-2016	0

Target: >5

Achieved: 0

U/23 Male

Gold: Jake Birtwhistle [Coach: Jamie Turner]



# AWARDS DINNER

The 6th annual Celebration of Champions Awards Dinner took place on the Gold Coast on Sunday 10 April. Held at the QT Resort in the Bazaar Restaurant. Over 200 guests attended the night which followed a spectacular weekend of racing including ITU World Triathlon Series Gold Coast race and age group Luke Harrop Triathlon.

Guests from the ITU, Oceania Triathlon Union, Australian Olympic Committee and the Gold Coast City Council enjoyed a night where our sport is celebrated and our athletes awarded for past performances. A number of elite and age group athletes came to celebrate the occasion including multiple age group world champions, elite world champions, Commonwealth and Olympic games representatives, Youth Olympic Games representatives and junior champions.

The evening began with celebration of five Australian World Champions of the sport:

- Annelise Jefferies, 2015 U/23 Duathlon World Champion
- Bill Chaffey, 2015 ITU Paratriathlon World Champion (PT1)
- Jake Birtwhistle, 2015 ITU U/23 Triathlon World Champion
- Sally Pilbeam, 2015 ITU Paratriathlon World Champion (PT3)
- Katie Kelly, 2015 ITU Paratriathlon World Champion (PT5)

The night was hosted by multiple Swimming World, Olympic and Commonwealth gold and silver medallist Brooke Hansen.

The Elite athlete awards presented by High Performance Coach Bernard Savage and Hall of Fame inductee and CEO of Triathlon Australia Miles Stewart. Jake Birtwhistle was presented with the Chris Hewitt Emerging Athlete award after an impressive senior season for winning the U23 World Duathlon World Championships. Ryan Baillie was awarded the individual Male Performance of the Year award for his five top 10 performances at the WTS series and 6th overall. Liz Blatchford was honoured with the Individual Female Performance of the Year award for another podium finish at the Ironman World Championships in Hawaii.

Cathy Hoare, Sarah McGuire and Jenny Hosking were recognised for their contribution to the Technical program with the Rob George Technical Official Award. Lyndall Murray was successful in taking out the top award for Technical Officials – the John Ison award for over 10 years of dedicated service to the program nationally.

The Age Group coach of the Year award was keenly contested with one more finalist than last year - a group of 6 coaches all of whom achieved significant results with athletes at age group competition level. The finalists were Corey Bacon (Performance Triathlon Coaching), Stephane Vander Bruggen (Geelong Performance Coaching), Nigel Pietsch (West Lakes Triathlon Club), Ross Pedlow (Exceed Triathlon Club), Trent Patten (Red Dog Triathlon Training) and Guy Creber (Macarthur Triathlon Club). Joint winners were Ross Pedlow and Corey Bacon both of whom have produced National, State and Territory champions with Corey being appointed head Coach of the Australian Paratriathlon team for Rio.

The High Performance Coach of the Year award was also closely contested, going to NSW Coach Jamie Turner for his success with numerous elite athletes including Aaron Royle, Ryan Baillie and Jake Birtwhistle amongst others.

Amanda Lulham and Delly Carr were both presented the Service to the Sport award acknowledging their long service to triathlon. Amanda as a journalist and Delly as the world renowned sports photographer, who have served the sport for 30 years.

Former Triathlon Australia President Peter Hedge was awarded a Life Membership award for many years of service to the association and for playing a pivotal role in improving its governance and finance.

This was followed by presentation of Legend of the Sport award. The Legend of the Sport award was introduced in 2014 to recognise athletes who distinguished themselves at a high level of sporting performance with achievements considered superior to the majority of their peers, and had a significant impact on the sport in Australia and globally providing inspiration to many and exceptional role models.

For 2015 multiple Noosa winner and arguably the best swim/bike specialist ever in Olympic Distance racing Craig Walton was successful. Pioneer triathlete and innovator Rohan Phillips as well as two triathletes sadly no longer with us - famous age groupers Fred Knudsen and courageous sight impaired triathlete Ched Townes.

To finish the evening, Ironman Hall of Famer, Sydney Olympian, Channel swimmer and arguably creator of the Para-Triathlon category John McLean was welcomed into the Triathlon Australia Hall of Fame in absentia. Represented on the night by his wife Amanda, John joins Loretta Harrop, Michellie Jones, Miles Stewart, the late Jackie Fairweather, Emma Carney, Brad Bevan, Stephen Foster, Louise Mackinlay and Nicole Hackett in this small and exclusive group. Appropriately, he is also the first Paratriathlete to be recognised in this historic year when Paratri will debut at the Paralympics.

Thanks must be paid to the Triathlon Australia Awards Committee for the ongoing management and delivery of the Triathlon Australia National Award and Recognition Framework.

## AWARD AND RECOGNITION

**Legend of the Sport Award** Craig Walton, Rohan Phillips, Ched Townes and Fred Knudsen

**Service to the Sport Award** Delly Carr and Amanda Lulham

**Life Membership Award** Peter Hedge

**Age Group Coach of the Year Award**

**Nominees:** Corey Bacon, Stephane Vander Bruggen, Nigel Pietsch, Ross Pedlow, Trent Patten and Guy Creber

**Winners:** Corey Bacon and Ross Pedlow

**High Performance Coach of the Year Award** Jamie Turner

**The John Ison Award for Technical Official of the Year** Lyndall Murray

**The Rob George Award for Technical Officials**

Cathy Hoare, Sarah McGuire, Jenny Hosking and Mike Allen

## ELITE ATHLETE AWARDS

**Chris Hewitt Emerging Athlete Award**

Jacob Birtwhistle

**Female Individual Performance of the Year Award** Liz Blatchford

**Male Individual Performance of the Year Award** Ryan Baillie

**Athletes Athlete of the Year Award** Ryan Baillie

# HIGHLIGHTS FROM ACT

Triathlon ACT noted a slight 4% decrease in overall membership, with a majority of the overall membership being female.

Triathlon ACT employed 1 new staff member to replace the out-going Events Manager (Brad Alen). Craig Johns as the Executive Director, Lauren Hill as the Events Manager and Mel Saltiel as Athlete Services Manager.

Overall participation and the number of events increased this season. Low numbers were experienced in the two duathlon events, a 26% increase in participation per each aquathlon event and increased overall participation for the triathlon events.

Five new triathlon events replaced four existing events. The Jackie Fairweather Memorial Triathlon, Elite Energy Womens Triathlon Festival, Triple Edge T3X Endurance, Elite Energy TRI Canberra and the Australian Capital Triathlon (100% Events) with the new Draft-Legal Sprint format.

The Sanitarium Weet-Bix Kids TRYathlon at the Australian Institute of Sport, once again sold out. A pilot activation program was trialed in the ACT to support the Weet-Bix Kids TRYathlon event. School activations were completed in Term 4 and the Weet-Bix TRYnews Canberra kids newspaper was launched in February. The Vikings Triathlon Club continued their TRYstars program and junior participation was consistent throughout the season.

ACT athletes had a great year on the national and international stage. Ellie Hoytink achieving the number 3 rank in the NPS rankings for junior females and claimed the silver at the 2016 OTU Oceania Junior Championships in New Zealand. Katie Kelly (Michellie Jones as her guide) won the 2015 ITU World Paratriathlon PT5 Championships. Jonathan Goerlach (Jack Bigmore as his guide) claimed the gold medal at the 2015 ITU World Parduathlon PT5 Championships. Adam Rudgley took bronze at the 2015 achieving a gold medal at the Yokohama WPE Paratriathlon event.

Four Triathlon ACT members qualified for the 2016 Rio Paralympic Games. Katie Kelly (Michellie Jones – Guide) in the PT5 Paratriathlon, Kate Doughty in the PT4 Paratriathlon, Nic Beverage in the PT1 Paratriathlon and Emily Tapp in Wheelchair Racing. Corey Bacon was selected as the head coach of the Australian Paralympic Triathlon Team and ACT resident Michael Brice was named as the Team mechanic.

New commercial opportunities were established to reduce the risk associated with organising events and to ensure sustainable revenue streams to support sport development and growth. Canberra Southern Cross Club, Pure Sport Nutrition, East Hotel and Project Clothing were new additions to the Triathlon ACT partnership portfolio.

Coach development and accreditation continued to be a focus for Triathlon ACT with a Club & Community Coach and a Development Coach courses being held and a new Coach Development Plan is being created.

Triathlon ACT developed strategic objectives that align with the new national strategic plan and ensure club capability needs are met in the ACT.

Triathlon ACT maintained a tier one status for funding support from the ACT Government. Two grant applications were successful to provide more opportunities for children to get active and allow kids with disabilities to join a kids triathlon inclusion program.



# HIGHLIGHTS FROM NSW

Triathlon NSW maintained its status as having the largest membership in Australia, accounting for 31% of the nation's membership, with 6635 Members.

Triathlon NSW was excited to partner with 100% Events as its event delivery partner to ensure all events that are conducted are done so in the most professional and safe manner. We would like to thank Mark Stewart and his team for delivering some fantastic events over the season.

In conjunction with 100% Events, Triathlon NSW this year hosted a World Paratriathlon Event in Penrith, attracting the best Paratriathletes around the world, many vying for selection to compete for their country when Paratriathlon debuts at the Paralympic Games to be held in Rio in September 2016. A capacity field entered with athletes from 17 different nations competing alongside Australia's best.

NSW also hosted the Oceanic Sprint Championships and one of the first Age Group Draft Legal Sprint events as a qualifying race for the ITU Age Group World Championship to be held in Cozumel, Mexico in September 2016.

Elite Energy again hosted events across NSW bringing triathlon to members from as far north as Yamba to new heights in the south with a new event, The Australian Alpine Ascent finishing at Australia's highest point, the summit of Mt Kosciusko.

Triathlon NSW's Junior Development Program is starting to deliver some great young talent to the sport. The standout is Maitland Triathlon Club's Lorcan Redman who won his division at the School Sport Australia National Triathlon Championships. Lorcan has been recognised as an athlete of future potential being awarded a Commonwealth Games Association Scholarship to assist in his future development.

On the introductory end of the sport, Triathlon NSW has entered into an agreement with Achieve Sports to deliver TRYStars programs across NSW to expose as many young people as possible to our sport.

We also entered partnership agreements with Beyond Blue and Wests Tigers Rugby League Club, as a way of introducing more people to multisport events, focussing on the benefits that physical activity by participating in triathlon events has on a person's total wellbeing.

The SCODY Triathlon NSW Club Championships saw a fitting celebratory end to the season at Forster where again approximately 1,000 participants from across the state enjoyed the unique event racing for their club. This year Warringah Triathlon Club were the champion team in a close fought battle with perennial bridesmaids Hills Triathlon Club in 2nd place.



# HIGHLIGHTS FROM NORTHERN TERRITORY

The Junior Coach and Athlete Development Program continues to grow in strength and popularity, with increased engagement through the NTIS Academy programs offered year-round in Darwin, Katherine and Alice Springs. Highlights include:

Increased engagement in regional areas, with a 20% increase in participation programs in Katherine to 93, and introduction of a junior program in Jabiru, partnering with the Kakadu Triathlon.

Record attendance at junior development programs in Darwin, with a total of 252 different participants across a wide range of swimming, running, cycling and gymnastics/physical competency sessions to suit differing ages and stages of development.

Outstanding opportunities for coaches to network, discuss and implement contemporary training methods in the holistic development of young athletes through attendance at camps in Darwin in April, June and September. Activities are built into the camp programs that promote team-work, problem solving and development of confidence and resilience; as a result, strong, collegiate friendships across the NT have developed between athletes attending these camps.

Mentoring of coaches through the NTIS, particularly across the areas of skill acquisition, effective coaching and session planning to deliver measurable outcomes.

Physical competency testing data collected at the 3 Triathlon NT Academy camps to track progress over time.

Excellent participation at club racing across the Territory and by members attending interstate and international events. Notable achievements include:

Three DTC members competed at 2015 Ironman World Championships, Hawaii – Hannah Johnston, Jac Crofton, Corinne Fabian

Kylie Scholz won 2015 Bali International Triathlon

6 Triathlon NT members qualified for 2016 Ironman 70.3 World Championships – Jac Crofton, Kylie Scholz, Corinne Fabian, Rachel McLean, Kevin and Fiona Coyle.

Kimberlie and Jamie Baldwin qualified for 2016 ITU World Sprint Championships in Cancun, Mexico.

There was a wide range of participation events for those wanting to try triathlon, with all Triathlon NT events being opened to non-Triathlon Australia members in 2016 (NT Sprint Distance, NT Junior, NT Olympic Distance & NT Long Course). Alice Springs and Darwin Triathlon Clubs also gave non-members the opportunity to join in a number of their events.

Department of Sport and Recreation continued to provide Peak Sporting Body grant funding to Triathlon NT; additionally, we have successfully secured grant funding in other streams to support athletes travelling to World Championships, and to procure assets to support junior programs. Triathlon NT is in a strong financial position, and is looking forward to 2016-17 financial year as we move to become a Tier 2 sport with additional PSB funding provided.



# HIGHLIGHTS FROM QUEENSLAND

What a time to be involved in triathlon, in Queensland. The 2015-16 season was a taste of big things to come for Queensland with world class events and world class athletes on show in the Sunshine State. All eyes were on Queensland in 2016 for the ITU WTS Jewel Gold Coast triathlon as athletes vied for automatic Olympic selection, a spectacle enjoyed in the same city that will host the 2018 Commonwealth Games and 2018 ITU World Championships.

Queensland sanctioned 141 events over the season and hosted a total of 63,531 participants. Among the events were two National Championships; Hell of the West Triathlon brought the heat for the 2015-16 Long Distance National Champs and Gatorade Queensland Tri Series hosted the Sprint Distance National Champs at Robina, Gold Coast. Queensland's Championship series is thriving, 5,896 athletes took part in the 2015-16 Nissan State Series, which incorporated 11 events in Queensland, six of them acting as State Championships.

Queensland has a great track record of producing some of Australia's best and this season was no exception with three Queensland elites selected in the Australian Olympic Team; Ashleigh Gentle, Emma Moffatt and Ryan Fisher. Queensland's Paratriathlon legend Bill Chaffey had another golden year, dominating the world circuit and was crowned World Champion at the 2015 ITU World Triathlon Grand Final Chicago in the Men's PT1. Adding to Queensland's elite successes, 50 Queensland Age Group athletes were crowned Australian Champions throughout the season and seven Queenslanders came away with a World Champion Title after representing Australia at the 2015 ITU World Championships.

Triathlon Queensland's Junior Development Program supported over 190 athletes who represented Queensland in the 2016 Australian Junior Triathlon Series with fantastic results. Queensland's Talent Squad Junior athletes, Zoe Leahy and Kye Wyld were selected to represent Australia at the 2016 ITU World Championships in Mexico, the first time athletes have been selected for Worlds straight out of Queensland's Development program.

Triathlon Queensland experienced a milestone membership season, servicing 6,178 members with the help of a record 69 affiliated clubs in Queensland.

Triathlon Queensland's inaugural one-off Club Championships was a huge success, with 49 Queensland clubs taking part and three clubs coming away with a share of the \$9,000 prize pool to be used towards club development.

2016 saw the inception of a structured junior participation initiative at Triathlon Queensland, including the introduction of the fun and interactive Kids Challenge, school visits and the creation of TRYstars Schools, an adaption of the existing TRYstars Kids Triathlon program. Over 6,000 children were engaged in Queensland through the junior initiatives.

Queensland triathletes continue to have access to the most accredited coaches across the country with 40 Club and Community coaches, 180 Development coaches, 25 Performance coaches and 3 High Performance coaches. Triathlon Queensland delivered six coaching courses across Queensland; 3 Club and Community coach courses and 3 Development coach courses.

With 165 Technical Officials, Queensland has the largest number of Technical Officials of any State in Australia. Hosting races in most regional coastal centres from the Tweed to as far north as Port Douglas our Technical Officials travel far and wide to provide services at races and were appointed to 486 official engagements and countless volunteer appointments.



# HIGHLIGHTS FROM SOUTH AUSTRALIA

Overall event participation across the state increased 9% this season.

South Australia successfully hosted the World Duathlon Championships in October, partnering with SA Major Events. Attracting over 1200 athletes from across Australia and the world contesting for world titles.

Despite increased participation, membership was slightly down from 911 in 2014/15 to 823 in 2015/2016.

In 2015/16 Triathlon SA received a second year of funding through the Office for Recreation and Sport's Sport and Recreation Development Inclusion Program to enable TriSA to work with delivery partners to develop and increase the number of kids programs and participation opportunities in triathlon and duathlon. This funding has enabled TriSA to employ a part time Administration Officer to allow the Executive Director to devote more time to development opportunities. This funding concluded on June 30th 2016 and TriSA are in negotiations to re-establish this funding for a further three years.

On December 18 2015 our Executive Director Jane Roads commenced 12 months' maternity leave, with Jesse Mortensen standing in since January 11 2016.

8 participants undertook the Development (Level 1) Coach Course at Immanuel College, Novar Gardens in August 2015.

South Australia held a club development forum in August to bring together the ideas, wants and needs of our sport and establish local solutions.

South Australia partnered with Adelaide City Council to deliver "ready set tri" throughout the season with sellout success. Mirroring the TRYstars schools' framework.

Activations at the highly successful Weet-Bix Kids TRYathlon saw 1150 participants enjoy swimming, cycling, running and learning skills from some of Australia's brightest sporting stars.

Two South Australian coaches Nick Muxlow and Aaron Buchan travelled to the AIS to attend the Triathlon Australia Level 2 coach development course.

SA's Junior Development Program had 33 applicants, with a final squad of 19 travelling the National Junior Series with strong success. Highlights include Charlotte Derbyshire winning the National Youth Girls Series Pointscore, Sam Tierney placing third in the National Youth Boys Series Pointscore, and our Youth Team winning the National Relay Championships in Devonport.

Other outstanding performances include Daniel Canala scoring silver at the Under 23 World Duathlon Championships and Chloe Lane breaking course records at Ultraman Australia to take the overall win.

For the second year in a row, Nigel Pietsch was nominated for Age Group Coach of the year at the Celebration of Champions dinner, while newly retired Professional Matty White was admitted into the South Australian Triathlon Hall of Fame at its end of season presentation dinner and Nigel was admitted as a Life Member.

The long term success of the Victor Harbor Triathlon prompted the formation of a local club, the Victor Harbor Triathlon Club which is the newest addition to affiliated clubs in South Australia



# HIGHLIGHTS FROM TASMANIA

The State Triathlon Series took place across Tasmania in Bridport, Seven Mile Beach, Latrobe, Coles Bay and Devonport.

The State Triathlon Series was won by former Olympic rower Todd Skipworth and veteran triathlete Sheila Barrett.

The Devonport Triathlon hosted Tasmania's first para triathlon with 20 elite athletes competing for Paralympic qualification.

The Triathlon Tasmania Board has gained Peter Wheatley as our new President and Brady Butcher as the new Executive Director.

Our juniors have had a great year with many taking on the challenge of the Australian Junior Triathlon Series events. We also had a team of fourteen athletes travel to Hervey Bay for the Schools Triathlon Championship. Axel Moore came home with a bronze medal and our junior male competitors finished third in the championship point score.

Three Tasmanian athletes completed Ultraman Australia.

Another major highlight for the Tasmanian triathlon community is following the success of Jake Birtwhistle's elite career, with the highlight of a second place finish at the Hamburg WTS event.



# HIGHLIGHTS FROM VICTORIA

The last 12 months has seen continued growth with an increase in member clubs to 43 and another membership record of 3,186 members.

Our year kicked off with the first ever multiclass duathlon state championships on the Yarra Boulevard. Multiclass racing is for people with an intellectual disability and we are lucky in Victoria to have Liz Gosper of Inclusive Sports Training and Ashwood Developmental School driving the growth and opportunities in triathlon.

A record number of competitors 'toed the line' at the Victorian Duathlon Series with over 290 at the State Championship event. The host clubs; Bayside, YarraTri, Hawthorn and Melbourne do an outstanding job with the management of race day and appreciate the office support of Alexandra Mantell (TV) in the website, entry systems, logistics and permitting.

In October 2015, Triathlon Victoria delivered the 4th Yarrowonga Mulwala Multisport Festival with the support of the local organising committee. We welcomed a new partnership with the Mulwala Waterski Club with all social activities at the facility on the shores of Lake Mulwala. Offering 800+ people with opportunities across triathlon, open water swimming, a fun run, duathlon, etc.

Triathlon Victoria began the TriActive project - a participation program which focuses on supporting adults to be more active or return to regular exercise through swim, bike, run and triathlon. Tracy Doherty, formerly the Executive Director of Triathlon Tasmania, was appointed to lead this project in a shared role with Triathlon Australia. The financial support of the Victorian Health Promotion Foundation (VicHealth) for the next three years is integral to the growth of this beginner market.

In December 2015, multiclass racing was again centre stage with the Multiclass Triathlon State Championships at the ActiveTri event in Mordialloc. Over 60 competitors benefited from our inclusion priority and the continued integration of multiclass and para-triathlon competitors at the earlier duathlon series is building a foundation for a growing inclusive culture.

Triathlon Victoria joined the Governments Play it Safe by the Water campaign delivering the key water safety messages through our social media and participation programs. We began working with our clubs and coaches on 'open-water swimming guidelines' and supported club members and accredited coaches to gain their Community Surf Lifesaving Certificate.

The Triathlon Victoria Development Program continued to provide an environment and the necessary support for the improvement of Victoria's best underage athletes. Dave Huggett once again provided leadership to a group of dedicated coaches in the delivery of camps, training and racing that culminated in some great results including Karolina Czajkowski placing 4th and Brooke McCullough 5th overall in the Australia Junior Triathlon Series; and Kurt McDonald and Jack Van Stekelenburg achieving top 10 results at the Junior Oceania Championships held in New Zealand.

The inaugural 'Victorian Triathlon State Series' was held over the season with 11 events across aquathlon, duathlon, cross, sprint, standard and long distance triathlon. A points system awarded was used to crown individual age group champions and champion clubs. Every member who participated went in the draw for a new bike courtesy of SwiftCarbon, the lucky winners were - Justin Weeks from Echuca Moama Triathlon Club and Cassie Donald from CF Racing.

Triathlon Victoria had great pleasure in recognising the associations' past 15 Presidents at the 2016 Annual Awards and welcomed Rohan Phillips as a Legend of Multisport (joining Penny and David Hansen, Emma Carney, Tim Bentley and Steve Foster).



# HIGHLIGHTS FROM WESTERN AUSTRALIA

2015/16 has been a successful year for the Western Australian triathlon community with our clubs and members achieving many great successes both on and off the field of play.

We welcomed two new triathlon clubs this year with Perth Triathlon Club and Evolved Triathlon Club coming on board which has continued to grow the footprint of affiliated clubs across WA with 20 affiliated clubs in season 2015/16.

A club stakeholder workshop was held to shape the future direction of the sport and feed into a new strategic plan for Triathlon Australia and Triathlon WA.

TWA introduced the Club Event Series which saw the creation of a series of club run events aimed at increasing participation, increasing the value of being a member and supporting clubs to put on successful and sustainable events. This was a great success in its inaugural year, with many clubs travelling to compete and support other club events.

Our talented junior athletes excelled with a number of podiums and top ten performances across the Australian Youth and Junior Series. Jessica Claxton capped off a stellar year, placing second in the series and winning the Oceania Junior Championships in Gisborne, New Zealand.

Equally impressive was Liam McCoach, second in the series, with a second 2nd placing in the Australian Junior Championships in Devonport and a 3rd place finish at the Oceania Triathlon Championship in Gisborne. Both Liam and Jess were selected for the ITU Junior World Championships in Cozumel.

At the elite level, Triathlon Excellence Program graduate Ryan Bailie was selected for the 2016 Rio Olympics. Equally exciting was the selection of Brant Garvey and Clare McLean in the team for the Rio Paralympic Games.

Triathlon WA coaches and officials were also recognised on the national stage in 2016 with Ross Pedlow being awarded the Age Group Coach of the Year Award and Cathy Hoare receiving the Rob George Award for her service to the Technical Program in WA. These awards were presented at the Triathlon Australia Celebration of Champions Awards dinner on the Gold Coast in April.

The Busselton Festival of Triathlon was again an outstanding success, with record numbers and the best professional field ever assembled putting on a show for everyone who was present. In the showcase IRONMAN 70.3 Busselton, 5 x World Champion Craig Alexander competed in Busselton for the first time and did not fail to impress everyone who witnessed him race, setting a new course record in the process. Annabelle Luxford was equally dominant in the women's taking the win also in a new course record time.





THE IRON SCOUT

speedo

THE IRON

IRONMAN 70.3 AUS  
2727  
GRANT

RA

# BOARD OF DIRECTORS



## Ben Houston - President (Sept 2015 - Current)

Ben is a qualified Lawyer, holding a Bachelor of Laws (Hons) from Bond University. As a Corporate Counsel for Telstra for over 8 years, Ben has been responsible for providing legal support to Telstra's Media, Brand, Advertising and Sponsorships teams and also has commercial experience managing Telstra's sports and arts sponsorship portfolio.

Prior to joining Telstra, Ben was a Senior Associate at Blake Dawson Waldron (now Ashurst Lawyers). In his current role as the Supervising Counsel for Telstra's Digital Media Group, Ben provides legal advice on IP, IT, consumer protection and privacy issues including acquisition of Digital Media Sports content rights. Ben is a keen triathlete having represented Triathlon Australia at the 2007 Hamburg World Championships.



## David Ferrier - President (Former - Sept 2015)

Resident of Melbourne, VIC Elected to the Board in November 2009. Elected as President in October 2012. David Ferrier has been a qualified accountant for more than 24 years, is an Associate member of the Institute of Chartered Accountants, and is a partner and Australian Service Line Head of the forensic service division for international accounting firm BDO. David was formerly a partner of the international accounting firm KPMG. David has competed nationally for many years and represented Australia on the age group team at the Vancouver World Championships in 2008, the London World Championships in 2013 and the Edmonton World Championships in 2014. He previously spent 18 months as the Chief Financial Officer of a private business and, as a Board member, aims to combine his love of triathlon with his financial acumen



## Michael Maroney

Mick has been involved in the sport of Triathlon for 31 years as a professional athlete, age group competitor, coach, race director, volunteer, and held administrative and executive positions. Mick is a Life Member of Cronulla triathlon Club, and an active member of Engadine Triathlon club.

As an athlete Mick represented Australia in 1990 at the Auckland Commonwealth Games and won the Noosa Triathlon in 1989. Mick has won 3 world titles as an age group competitor. Mick holds six University degrees and including a doctorate in education.



## Sarah Crowley

Sarah is a Chartered Accountant with ten years experience as a business advisor in Corporate Finance. Key skills include transactional due diligence, valuations and advisory. Sarah was the 2006 National Deloitte Business Woman of the Year.

Sarah took a leave of absence in 2008 and 2009 to race professionally for Australia in the ITU World Championship Series, returning to full time work at Deloitte 2010.

Since 2012, Sarah has worked in a senior finance role within GE, leading the integration of an acquired entity.



## Michelle Cooper

An accomplished keynote and motivational speaker, Michelle takes her professional background in behavioural change and delivers powerful personal examples of successfully navigating change, for individuals and organisations.

Michelle is a professional coach and mentor and has a passion for connection at all levels of an organisation. Recently Michelle's professional focus has been on the national merger integration of a professional membership association where she was driven by a strong desire to ensure value for all.

Michelle has previously held the position of Independent Director on the Triathlon Queensland board. Michelle is an age-group athlete, club owner and coach and whilst having conquered the full gamete of triathlon distances many times over including Ironman, she is yet to tackle an enticer!



## Nicole Donegan

Nicole has been the Principal & Director of StrategyCo for more than thirteen years, where she has extensively advised prominent organisations, institutions, associations and government in the areas of member satisfaction, client & stakeholder research, corporate governance, marketing, branding and strategic planning.

Nicole currently also serves as Marketing Director for START Foundation and was a founding Director of Men's Health Australia (Foundation49) from 2008-2013.

Since becoming involved with triathlon and joining a club three years ago, Nicole and one of her sons have developed a great love for the sport and all that it brings, competing mainly in OD and 70.3 events. Certainly not a natural or fast athlete, Nicole sees herself as a true representative for late starter age-groupers and believes that if she can do it, anyone can.



## Liz Savage

Liz passionately believes that great organisations – those with loyal, satisfied members, effective teams and respected brands – are guided by a strong sense of purpose. She applies this thinking to her work as a Board Director and Business Advisor, helping leaders to develop clear strategy, lead lasting change and inspire their people to do great work.

Liz's experience combines current Board Director roles at economic development agency, Brisbane Marketing and award-winning tech & ideas developer, Appster, with a solid track record in senior leadership roles growing easyJet in Europe and transforming Virgin in Australia. A competitive club sailor for much of her life, Liz is a 'newbie' age group triathlete, bitten by the bug and enjoying the intense challenge and strong camaraderie our great sport offers



## Dr Mike Allan

Mike is a Chartered Organisational Psychologist with a Doctorate from the University of London and is the Director Organisational Development of a national consultancy firm. He has extensive experience as an internal and external consultant in the aviation, not-for-profit and utilities sectors, with a focus on high performing teams and leaders.

Mike started his working life as a professional equestrian and later changed over to the winter sport of luge, competing for his country in both sports internationally. Eight years as a chief magistrate highlighted the importance of process and fairness and has carried over into his interest in the adjudication of sport. With a teenage son who is a World Champion AG triathlete, Rather than stand around waiting at the finish he and his wife have volunteered for nearly a decade as technical officials, regularly volunteering locally and around Australia.

# TRIATHLON AUSTRALIA STAFF

- CHIEF EXECUTIVE OFFICER – Miles Stewart
- EXECUTIVE ASSISTANT – Elissa Dunbavan
- NATIONAL MANAGER, CORPORATE SERVICES – Stuart Hoopmann
- NATIONAL PARTICIPATIONS PROGRAM COORDINATOR – Tracy Doherty
- NATIONAL MANAGER, EVENTS – Lisa Dent
- NATIONAL MANAGER, COACH DEVELOPMENT – Graeme Hill
- NATIONAL MANAGER, COMMUNICATION AND PROJECTS – Lisa Pringle
- NATIONAL AGE GROUP MANAGER – Alexandra Fehon
- NATIONAL PERFORMANCE DIRECTOR – Bernard Savage
- NATIONAL MANAGER, HIGH PERFORMANCE PATHWAY – Craig Redman
- NATIONAL MANAGER, PARATRIATHLON – Kathryn Periac
- HEAD COACH, NATIONAL PERFORMANCE CENTRE GOLD COAST – Dan Atkins
- HIGH PERFORMANCE OPERATIONS MANAGER – Emma Whitelaw
- FINANCE MANAGER – Mui Choy
- MEMBERSHIP AND ADMINISTRATION OFFICER – Tim Page

## Previous staff

- Anne Gripper
- Mary Costello
- Kate Gallop
- Michael Haarsma
- Katie Kelly
- Jane Roads (South Australia Executive Director) – 12 months Maternity Leave
- Ange Castle (Northern Territory Executive Director)
- Barry King (Northern Territory Executive Director)
- Tracy Doherty (Tasmanian Executive Director)

# NATIONAL LEADERSHIP TEAM

## TRIATHLON AUSTRALIA REPRESENTATIVES

- Miles Stewart
- Stuart Hoopmann
- Lisa Pringle
- Tracy Doherty
- Alexandra Fehon
- Lisa Dent
- Graeme Hill
- Elissa Dunbavan (Executive Support)

## STATE AND TERRITORY ASSOCIATION REPRESENTATIVES

- Craig Johns (ACT)
- Phil Dally (NSW)
- Megan Pickering (NT)
- Tim Harradine (QLD)
- Jesse Mortensen (SA)
- Grant Cosgriff (VIC)
- Brady Butcher (TAS)
- Peter Minchin (WA)
- James Geddes (NT)

# AUSTRALIAN INTERNATIONAL REPRESENTATIVES

- ITU VICE PRESIDENT – Bill Walker
- ITU CONSTITUTION COMMITTEE – David Ferrier
- ITU PARATRIATHLON COMMITTEE – Murray Hilder
- ITU MULTISPORT COMMITTEE – Brian Hinton
- OTU VICE PRESIDENT – Peter Hedge

# BOARD SUB COMMITTEES

## AGE GROUP COMMITTEE

- Michael Maroney (Chair Male 45-49)
- Tony Duffy (Male 55-59)
- Anne Besser (Female 60-64)
- Richard Burnell (Male 55-59)
- Thomas Warren (Male 25-29)
- Shane Gibbs (Male 35-39)
- Barry Lipp (Male 55-59)
- Miles Stewart (Triathlon Australia Chief Executive Officer)
- Alexandra Fehon (Triathlon Australia National Age Group Manager, Committee Executive Support)

## AWARDS COMMITTEE

- John Barker (Chair)
- Emma Carney (Hall of Fame Athlete)
- Maureen Cummings (Athlete)
- Brian Hinton (Former Board Member)
- Jane Hunt (Historian)
- Amanda Lulham (Daily Telegraph)
- Michelle Cooper (Board Representative)

## ELITE ATHLETE SELECTION COMMITTEE

- Ian Fullagar (Chair)
- Miles Stewart (Triathlon Australia Chief Executive Officer)
- Melissa Ashton-Garard (Retired Athlete)
- Brian Hinton (Former Board Member)
- Rina Hill (Retired Athlete)
- Chris Nunn (Paralympic Coach)
- Bernard Savage (Executive Support)

## FINANCE COMMITTEE

- Sarah Crowley (Chair)
- Grant Vickery
- Cameron Tuohy
- Greg Thompson (Auditor)
- Miles Stewart (Triathlon Australia Chief Executive Officer)
- Stuart Hoopmann (Executive Support)

## NATIONAL TECHNICAL & OPERATIONAL RISK COMMITTEE

- Mike Allan (Chair)
- Jacqui Kenny (Technical Official)
- Frank Stapleton (Technical Official)
- Tony Archer (Director of Referees)
- Lisa Dent (TA)
- Miles Stewart (Triathlon Australia Chief Executive Officer)
- Elissa Dunbavan (Executive Support)

## PRESIDENTS COMMITTEE

- Ben Houston (TA)
- Lucy Bergman (NSW)
- Brad Gunn (QLD)
- Peter Wheatley (TAS)
- Steve Hough (ACT)
- Chris Ogilvie (SA)
- Ailie Coulter (VIC)
- James Geddes (NT)
- Justine Bolton (WA)
- Miles Stewart (CEO)
- Stuart Hoopmann (Executive Support)
- Elissa Dunbavan (Executive Support)
- Steven Gatt (VIC)
- Casey Mainstream (TAS)



Thanks Anne Gripper for 5 years of  
dedicated service to Triathlon Australia

# **Triathlon Australia Limited**

**ABN 67 007 356 907**

## **Financial Statements**

**For the Year Ended 30 June 2016**

## CONTENTS

	<u>Page</u>
<b>Financial Statements</b>	
Independent Audit Report	3
Directors' Report	5
Directors' Declaration	10
Statement of Comprehensive Income	11
Statement of Financial Position	12
Statement of Changes in Equity	13
Cash Flow Statement	14
Notes to the Financial Statements	15
Auditors' Independence Declaration under Section 307C of the Corporations Act 2001	37

## Triathlon Australia Limited

ABN 67 007 356 907

### Independent Audit Report to the members of Triathlon Australia Limited

#### Report on the Financial Report

We have audited the accompanying financial report of Triathlon Australia Limited, which comprises the statement of financial position as at 30 June 2016, and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the director's declaration of Triathlon Australia Limited at the year's end or from time to time during the financial year.

#### *Directors' Responsibility for the Financial Report*

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporation Act 2001*. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on the financial report resulting from our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report. Our audit does not involve an analysis of the prudence of business decisions made by directors and management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Sydney

PO Box 70  
Miranda NSW 2228

#### Wollongong

Level 2, 1 Rawson Street  
Wollongong NSW 2500

#### Darwin

Unit 5, 16 Charlton Court  
Woolner NT 0820

#### Enquiry

✉ [gthompson@thompsonsaustralia.com.au](mailto:gthompson@thompsonsaustralia.com.au)  
☎ 0408 274 443  
ABN 68 869 147 675

## Triathlon Australia Limited

ABN 67 007 356 907

### Independent Audit Report to the members of Triathlon Australia Limited

#### *Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Triathlon Australia Limited, would be in the same terms if provided to the directors as at the date of this auditor's report.

#### *Auditor's Opinion*

In our opinion, the financial report of Triathlon Australia Limited is 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 2016 and of their performance for the year ended on that date; and
- b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*.



.....  
**Greg Thompson**

Auditor  
HURSTVILLE

Date: ...30<sup>th</sup> August 2016...

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Report

30 June 2016

Your directors present their report together with financial statements of the Company for the financial year ended 30 June 2016.

### 1. 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 national governing body for Triathlon and be recognised as such by the Australian Olympic Committee, Australian Commonwealth Games Committee, the ITU and the Australian Government;
- b. become and remain the only Australian affiliate of the ITU or its successor or assign, and represent and promote the interests of the members to the ITU;
- c. unite the STTAs, Affiliated Clubs and Individual Members;
- d. encourage, administer, promote, advance and manage Triathlon in Australia through competition and commercial means;
- e. ensure that Triathlon in Australia is carried on in a manner, which secures and enhances the safety of participants, officials, spectators and the public and which allows the sports to be competitive and fair;
- f. 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 Australia;
- g. develop, manage and govern Triathlon in Australia in accordance with and having regard to the rules and regulations of the Company;
- h. arrange for national championships and the selection of national teams and training squads;
- i. determine, arrange and publish an annual Australian Triathlon calendar of events;
- j. pursue through itself or other such entity commercial arrangements, including sponsorship and marketing opportunities, as are appropriate to further the Objects;
- k. 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 Triathlon;
- l. 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;
- m. 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 Australia;
- n. have regard to the public interest in its operations; and undertake and or do all such things or activities as are necessary, incidental or conducive to the advancement of these Objects.

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Report

30 June 2016

### 2. Operational Review

#### a Financial Operating Results

The consolidated surplus of the Company after providing for income tax and eliminating minority equity interests amounted to \$48,663 (2015: deficit \$19,683).

#### b 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.

#### c 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.

The Company has also continued to undertake a whole of sport insurance policy.

### 3. Other items

#### a Significant Changes in State of Affairs

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

#### b 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.

#### c Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is attached.

#### d 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Report

30 June 2016

### e Future developments

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

### f 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.

## 4. Director and Company Secretary Information

### a Information on Directors

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

Name	Qualifications	Elected/Appointed	First Elected	Retired
Ben Houston (President)	Lawyer	Re-Elected 27 October 2014 (two-year term) Appointed President 11 August 2015 (to fill casual vacancy vacated by David Ferrier)	First Elected 27 October 2012	
David Ferrier (President)	Chartered Accountant	Re-elected President 18 October 2014 (two-year term) Appointed 11 August 2015 Appointed 16 October 2015 (to fill casual vacancy vacated by Ben Houston)	First Elected 14 November 2009	Retired as President 5 August 2015  Retired 9 Mar 2016
Emma Carney	Self Employed	Appointed 18 October 2014 (one year term)		Retired 7 November 2015
Michelle Cooper	General Manager	Elected 18 October 2014 (two year term)		
Sarah Crowley	Chartered Accountant	Elected 7 November 2015 (two year term)	First Appointed 26 October 2013	
Nicole Donegan	Principal & Director	Elected 7 November 2015		
Jacqui Kenny	Specialist Account Manager	Elected 26 October 2013 (two year term)	First Appointed February 2011	Retired 7 November 2015
Michael Maroney	Teacher	Elected 26 October 2013 (two year term) Appointed 3 March 2016 (one year term)	First Appointed 22 May 2012	Retired 7 November 2015 (subsequently re- appointed)
Liz Savage	Non-Executive Director, Company Advisor	Elected 7 November 2015		
Miles Stewart	Leasing Manager	Elected 26 October 2013 (two year term)	First Appointed 6 April 2011	Retired 15 October 2015

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

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Report

30 June 2016

### b Meetings of Directors

During the financial year, 12 meetings of directors (excluding committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Eligible to attend	Number attended
Ben Houston	12	10
David Ferrier	7	6
Mike Allan	3	3
Emma Carney	4	3
Michelle Cooper	12	12
Sarah Crowley	12	12
Nicole Donegan	8	8
Jacqui Kenny	4	4
Michael Maroney	9	9
Liz Savage	8	8
Miles Stewart	0	0

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.

### Company Secretary

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

Miles Stewart, Chief Executive Officer, Triathlon Australia

### 5. Options

#### a 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Report

30 June 2016

### 6. Proceedings on Behalf of Company

#### a Leave or proceedings

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

### 7. Sign off details

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

A handwritten signature in black ink, appearing to read 'Ben Houston', followed by a period.

Ben Houston

President

Triathlon Australia Limited

30 August 2016

# Triathlon Australia Limited

ABN 67 007 356 907

## Directors' Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 11 to 36, are in accordance with the Corporations Act 2001:
  - (a) comply with Accounting Standards; and
  - (b) give a true and fair view of the financial position as at 30 June 2016 and of the performance for the year ended on that date of the Company.
  
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.



Ben Houston

President

Triathlon Australia Limited

30 August 2016

# Triathlon Australia Limited

ABN 67 007 356 907

## Statement of Comprehensive Income

For the Year Ended 30 June 2016

	Note	2016 \$	2015 \$
Revenue	2,15	5,862,609	5,370,302
Project Activity Expenses		(984,635)	(858,145)
Employee benefits and contractors Expenses		(2,107,124)	(1,853,715)
Depreciation of plant and equipment	3	(15,456)	(12,254)
Rent		(70,682)	(74,611)
Grants to other Organisations		(163,631)	(351,609)
Insurance expenses		(330,377)	(362,798)
Travel and accommodation expenses		(1,509,186)	(1,361,462)
Marketing and Communications		(192,520)	(240,594)
Office & Occupancy		(131,976)	(120,182)
Other expenses		(308,360)	(154,617)
<b>Operating Profit before income tax</b>		<b>48,662</b>	<b>(19,683)</b>
Provision for income tax		-	-
<b>Profit attributable to members</b>		<b>48,662</b>	<b>(19,683)</b>
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>48,662</b>	<b>(19,683)</b>
<b>Total comprehensive income for the year attributable to members</b>		<b>48,662</b>	<b>(19,683)</b>

# Triathlon Australia Limited

ABN 67 007 356 907

Statement of Financial Position as at 30 June 2016

		2016	2015
	Note	\$	\$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	4	693,124	882,170
Investments - Term Deposits	5	682,931	682,867
Trade and other receivables	6	1,676,633	1,191,600
Inventory	7	36,168	47,542
Prepayments and Deposits	8	642,884	524,784
<b>Total current assets</b>		<b>3,731,740</b>	<b>3,328,963</b>
Property, plant and equipment	10	25,245	23,281
<b>Total non-current assets</b>		<b>25,245</b>	<b>23,281</b>
<b>TOTAL ASSETS</b>		<b>3,756,985</b>	<b>3,352,244</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	11	2,805,101	2,447,368
Provisions	12	92,347	111,791
<b>Total Current Liabilities</b>		<b>2,897,448</b>	<b>2,559,159</b>
Provisions	12	22,538	4,748
<b>Total Non Current Liabilities</b>		<b>22,538</b>	<b>4,748</b>
<b>TOTAL LIABILITIES</b>		<b>2,919,986</b>	<b>2,563,907</b>
<b>NET ASSETS</b>		<b>836,999</b>	<b>788,337</b>
<b>EQUITY</b>			
Distributable reserve		836,999	788,337
<b>TOTAL EQUITY</b>		<b>836,999</b>	<b>788,337</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Statement of Changes in Equity

For the Year Ended 30 June 2016

		<b>2016</b>	
		Retained Earnings	Total
		\$	\$
Balance at 1 July 2015		788,337	788,337
Transfer to State organisations	Note 21	-	-
Profit attributable to members		48,662	48,662
<b>Balance at 30 June 2016</b>		<b>836,999</b>	<b>836,999</b>

## 2015

		Retained Earnings	Total
		\$	\$
Balance at 1 July 2014		808,020	808,020
Transfer to State organisations	Note 21	-	-
Profit attributable to members		(19,683)	(19,683)
<b>Balance at 30 June 2015</b>		<b>788,337</b>	<b>788,337</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Cash Flow Statement

For the Year Ended 30 June 2016

		2016	2015
	Note	\$	\$
<b>Cash from operating activities:</b>			
Receipts from customers		5,654,572	5,213,553
Payments to suppliers and employees		(5,859,245)	(5,188,036)
Interest received		34,455	49,247
		<hr/>	<hr/>
<b>Net cash provided by (used in) operating activities</b>	17	<b>(170,218)</b>	<b>74,765</b>
		<hr/>	<hr/>
<b>Cash flows from investing activities:</b>			
Acquisition of property, plant and equipment (net)		(12,395)	(13,521)
Receipts on sale of property, plant and equipment		-	1,523
Investment in term deposits		(64)	(64)
		<hr/>	<hr/>
<b>Net cash provided by (used in) investing activities</b>		<b>(12,459)</b>	<b>(12,062)</b>
		<hr/>	<hr/>
<b>Cash flows from Financing activities:</b>			
Transfer to State organisations	21	-	-
		<hr/>	<hr/>
<b>Net cash provided by (used in) Financing activities</b>		<b>-</b>	<b>-</b>
		<hr/>	<hr/>
<b>Net increase (decreases) in cash held</b>		<b>(189,046)</b>	<b>62,703</b>
Cash at beginning of financial year		882,170	819,468
		<hr/>	<hr/>
<b>Cash at end of financial year</b>	4	<b>693,124</b>	<b>882,170</b>
		<hr/>	<hr/>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 1 Statement of Significant Accounting Policies

#### (a) General information

The financial statements are general purpose financial statements that have been prepared in accordance with Accounting Standards (including Australian Accounting Interpretations) and the *Corporations Act 2001*.

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 Australia Limited as an individual economic entity. Triathlon Australia Limited is a Company limited by guarantee, incorporated and domiciled in Australia.

The financial statements of Triathlon Australian Limited (the Company) for the year ended 30 June 2016 were authorised for issue in accordance with the resolution of the directors on 30 August 2016.

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 with changes in presentation for the current financial year.

During the current year, income and expenses have been regrouped and reclassified due to changes in reporting and accounting system of the company, as a result, previous year audited figures to that extent have been reclassified and regrouped.

#### (d) Inventories

Inventories are measured at the lower of cost and 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### (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:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	20 –33%

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 more than three months have been shown as investments.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### (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 outflows 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 either 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.

#### (i) 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### *(ii) 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.

### *(iii) 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 not 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.

### *(iv) 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.

### *(v) 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### (j) Contributions

Triathlon Australia 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) Economic Dependence

Triathlon Australia Limited is dependent on the Australian Sports Commission for a significant part of its revenue used to fund the High Performance and Sport Development programs. At the date of this report the Board of Directors has no reason to believe the Australian Sports Commission will not continue to support Triathlon Australia Limited.

### (n) 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.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

**(o) 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.

**(p) 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.

**(q) Classification of leases in financial statements of lessees**

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.

**(r) Critical accounting estimates and judgments**

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.

# Triathlon Australia Limited

ABN 67 007 356 907

Notes to the Financial Statements

For the Year Ended 30 June 2016

## Key Estimates

### *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.

### (s) **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*.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016	2015
	\$	\$
<b>2 Revenue</b>		
Sponsorship	139,288	423,210
Affiliation & Membership fees	1,258,842	1,373,139
Interest received	34,455	49,247
Athlete levies received and expended	562,221	270,956
Events	542,362	180,028
Other	117,507	143,479
	<hr/>	<hr/>
	2,654,674	2,440,060
Funding received and expended on programs and funded events	<hr/>	<hr/>
	3,207,934	2,930,242
<b>Total</b>	<hr/> <hr/>	<hr/> <hr/>
	<b>5,862,609</b>	<b>5,370,302</b>
<b>3 Depreciation and Amortisation</b>		
Depreciation of plant and equipment	15,456	12,254
<b>4 Cash and Cash Equivalents</b>		
Cash on hand	500	500
Cash at bank	692,624	881,670
	<hr/>	<hr/>
	<b>693,124</b>	<b>882,170</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016	2015
	\$	\$

### Reconciliation of Cash

Cash at the end of the financial year as shown in the cash flow statement is reconciled to items in the balance sheet as follows:

<b>Cash and cash equivalents</b>	693,124	882,170
	<b>693,124</b>	<b>882,170</b>
<b>5 Investments</b>		
Current		
Term Deposits	682,931	682,867
	<b>682,931</b>	<b>682,867</b>
<b>6 Trade and Other Receivables</b>		
Current		
Trade receivables	1,547,946	1,113,791
Other Receivables	138,686	87,809
Provision for impairment of receivables	(10,000)	(10,000)
Amounts receivable from related parties	-	-
	<b>1,676,632</b>	<b>1,191,600</b>
<b>7 Inventory</b>		
Current		
Inventory	36,168	47,542
	<b>36,168</b>	<b>47,542</b>

# Triathlon Australia Limited

ABN 67 007 356 907

Notes to the Financial Statements

For the Year Ended 30 June 2016

## Credit Risk — Trade and Other Receivables

The company does not have any material credit risk exposure to any single receivable or group of receivables.

The following table details the company's trade and other receivables exposed to credit risk (prior to collateral and other credit enhancements) with ageing analysis and impairment provided for thereon.

Amounts are considered as 'past due' when the debt has not been settled within the terms and conditions agreed between the company and the customer or counter party to the transaction.

Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the company.

The balances of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality, or have already been impaired.

# Triathlon Australia Limited

ABN 67 007 356 907

Notes to the Financial Statements

For the Year Ended 30 June 2016

	Gross amount	Past due and impaired	Past due but not impaired				Within initial trade terms
			< 30	31-60	(days overdue) 61-90	> 90	
<b>2016</b>	\$	\$	\$	\$	\$	\$	
Trade and term receivables	1,547,946	-	8,362	4,583	5,525	14,278	
Other receivables	64,563	-	6,249	23,104	16,518	9,258	
<b>Total</b>	<b>1,612,509</b>	<b>-</b>	<b>14,611</b>	<b>27,687</b>	<b>22,043</b>	<b>23,536</b>	
<b>2015</b>							
Trade and term receivables	1,113,791	-	-	26,023	-	4,780	
Other receivables	87,809	-	-	13,245	5,181	18,668	
<b>Total</b>	<b>1,201,600</b>	<b>-</b>	<b>-</b>	<b>39,268</b>	<b>5,181</b>	<b>23,448</b>	

1,524,632

1,082,988

50,715

1,133,703

# Triathlon Australia Limited

ABN 67 007 356 907

Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016	2015
	\$	\$
<b>8 Prepayments and Deposits</b>		
Deposits	15,125	17,625
Prepayments	627,759	507,159
	<b>642,884</b>	<b>524,784</b>
<b>9 Other Assets</b>		
<b>10 Property Plant and Equipment</b>		
Plant and equipment at cost	74,721	62,326
Less accumulated depreciation	(49,476)	(39,045)
<b>Total property, plant and equipment</b>	<b>25,245</b>	<b>23,281</b>
<b>(a) Movements in Carrying Amounts</b>		
	Plant and Equipment	Total
	\$	\$
<b>2016</b>		
Balance at the beginning of year	23,281	23,281
Additions	17,420	17,420
Depreciation	(15,456)	(15,456)
<b>Carrying amount at 30 June 2016</b>	<b>25,245</b>	<b>25,245</b>
<b>2015</b>		
Balance at the beginning of year	22,984	22,984
Additions	13,521	13,521
Depreciation	(12,254)	(12,254)
Disposals	(970)	(970)
<b>Carrying amount at 30 June 2015</b>	<b>23,281</b>	<b>23,281</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016	2015
	\$	\$
<b>11 Trade and Other Payables</b>		
<b>Current:</b>		
Trade payables	597,521	673,933
Unearned revenues	2,065,233	1,726,233
Sundry creditors and accrued expenses	78,182	44,534
GST/PAYG/Super payables	55,330	895
Other payables	8,835	1,774
	<b>2,805,101</b>	<b>2,447,368</b>
<b>12 Provisions</b>		
<b>Current:</b>		
Employee benefits	92,347	111,791
	<b>92,347</b>	<b>111,791</b>
<b>Non Current:</b>		
Employee benefits	22,538	4,748
	<b>22,538</b>	<b>4,748</b>
<b>13 Related Party Transactions</b>		
Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.		
<b>14 Auditors' Remuneration</b>		
Payments during reporting periods for prior year audits	14,500	10,780
Accruals for 2016 Financial year audit (change in Accounting process)	14,550	
Auditing and reviewing the financial report	<b>29,050</b>	<b>10,780</b>
<b>15 Segment Reporting</b>		

The Company operates predominately in one business and geographical segment being administration of the sport of triathlon in Australia.

The following schedule is a summary of internal business segments.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016					2015				
	Support, Admin & Membership	Events	Participation	High Performance	Total	Support, Admin & Membership	Events	Participation	High Performance	Total
<b>Revenue</b>										
Commercial Income	\$83,636	-\$21,193	\$0	\$76,844	\$139,287	\$70,562	\$267,879	\$7,052	\$77,718	\$423,210
Events Income	\$48	\$542,314	\$0	\$0	\$542,362	\$205	\$177,919	\$300	\$1,604	\$180,028
Grants Revenue	\$44,522	\$30,000	\$468,349	\$2,665,062	\$3,207,934	\$11,600	\$15,053	\$470,736	\$2,432,853	\$2,930,242
Income from Investment Activities	\$34,455	\$0	\$0	\$0	\$34,455	\$49,247	\$0	\$0	\$0	\$49,247
Membership & Affiliation Income	\$1,258,842	\$0	\$0	\$0	\$1,258,842	\$1,373,139	\$0	\$0	\$0	\$1,373,139
Other Contribution Income	\$0	\$0	\$618,720	\$10,665	\$629,385	\$0	\$0	\$341,283	\$351	\$341,634
Sundry Income	\$46,250	\$182	\$2,911	\$1,000	\$50,343	\$42,802	\$0	\$0	\$30,000	\$72,802
<b>Total Revenue</b>	<b>\$1,467,754</b>	<b>\$551,302</b>	<b>\$1,089,981</b>	<b>\$2,753,571</b>	<b>\$5,862,609</b>	<b>\$1,547,555</b>	<b>\$460,851</b>	<b>\$819,371</b>	<b>\$2,542,526</b>	<b>\$5,370,302</b>
<b>Less Operating Expenses</b>										
Grants To Other Organisations	\$0	\$0	\$0	\$163,631	\$163,631	\$169,909	\$6,000	\$0	\$175,700	\$351,609
Marketing & Communications	\$93,379	\$15,504	\$44,134	\$39,503	\$192,520	\$159,667	\$4,756	\$34,626	\$41,545	\$240,594
Office & Occupancy	\$169,528	\$10,451	\$9,376	\$28,759	\$218,115	\$159,529	\$14,798	\$8,181	\$24,539	\$207,046
Other Expenses	\$294,026	\$77,073	\$114,903	\$152,734	\$638,736	\$268,514	\$10,080	\$131,196	\$107,624	\$517,415
Project Activities	\$88,857	\$305,552	\$439,979	\$150,247	\$984,635	\$95,332	\$316,059	\$250,434	\$196,320	\$858,145
Staffing and Contractors	\$755,442	\$6,968	\$306,744	\$1,037,970	\$2,107,124	\$665,379	\$0	\$239,575	\$948,761	\$1,853,715
Travel & Accommodation	\$129,802	\$26,514	\$172,143	\$1,180,728	\$1,509,186	\$141,010	\$17,056	\$155,359	\$1,048,037	\$1,361,462
<b>Total Operating Expenses</b>	<b>\$1,531,034</b>	<b>\$442,061</b>	<b>\$1,087,279</b>	<b>\$2,753,571</b>	<b>\$5,813,946</b>	<b>\$1,659,339</b>	<b>\$368,749</b>	<b>\$819,371</b>	<b>\$2,542,526</b>	<b>\$5,389,986</b>
Extraordinary Item	0	0	0	0	0	0	0	0	0	0
<b>Net Surplus (Deficit)</b>	<b>-\$63,28</b>	<b>\$109,241</b>	<b>\$2,702</b>	<b>\$0</b>	<b>\$48,663</b>	<b>-\$111,785</b>	<b>\$92,102</b>	<b>-\$0</b>	<b>\$0</b>	<b>-\$19,683</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

	2016	2015
	\$	\$

### 16 Capital and Leasing Commitments

#### (a) Operating Lease Commitments

Future operating lease rentals not provided for in the financial statements and payable:

Payable - minimum lease payments		
- not later than 12 months	60,400	75,900
- between 12 months and 5 years	91,500	17,328
	<hr/>	<hr/>
	151,900	93,238
	<hr/>	<hr/>

### 17 Cash Flow Information

#### (a) Reconciliation of Cash flow from Operations with Profit after Income Tax

Profit after income tax	48,662	(19,683)
<u>Non cash flows</u>		
Depreciation and amortisation	15,456	12,254
Profit on sale of fixed assets	-	(550)
<u>Changes in assets and liabilities</u>		
(Increase)/decrease in trade and other receivables	(485,033)	(755,553)
(Increase)/decrease in other assets	(17,483)	56,875
(Increase)/decrease in prepayments	(118,100)	71,916
(Increase)/decrease in Inventory	11,374	15,824
Increase/(decrease) in trade and other payables	357,732	689,806
Increase/(decrease) in provisions	(1,654)	3,877
	<hr/>	<hr/>
	(189,046)	74,765
	<hr/>	<hr/>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 18 Financial Instruments

#### (a) Financial Risk Management

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

The entity does not have any derivative instruments at 30 June 2016.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2016	2015
		\$	\$
Financial Assets			
Cash and cash equivalents	4	693,124	882,170
Financial assets at fair value through profit or loss			
— Held for trading			
Held-to-maturity investments			
— Government and fixed interest securities	5	682,931	682,867
Loans and receivables Available-for-sale financial assets	6	1,676,633	1,191,600
— Shares in listed corporations			-
		<b>3,052,688</b>	<b>2,756,637</b>
Financial Liabilities			
Financial liabilities at amortised cost			
— Trade and other payables	11	2,805,101	2,447,368
— Borrowings		<b>2,805,101</b>	<b>2,447,368</b>

#### Treasury Risk Management

A finance committee consisting of senior committee members meet 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 entity is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

#### Interest rate risk

Interest rate risk is managed with a mixture of fixed and floating rate debt. At 30 June 2016 there is no fixed rate debt.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### Foreign currency risk

The entity is not exposed to fluctuations in foreign currencies.

### Liquidity risk

The entity manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowing facilities are maintained.

### Financial liability and financial asset maturity analysis

	Note	Within 1 Year		1 to 5 Years		Total contractual cash flow	
		2016	2015	2016	2015	2016	2015
		\$	\$	\$	\$	\$	\$
<b>for payment</b>							
Lease Liabilities		60,400	75,900	91,500	17,328	151,900	93,228
Trade and other payables (excluding estimated annual leave and deferred)		739,868	721,136	-	-	739,868	721,136
Total expected outflows		<b>800,268</b>	<b>797,036</b>	<b>91,500</b>	<b>17,328</b>	<b>891,768</b>	<b>814,364</b>
<b>Financial assets — cash flows realisable</b>							
Cash and cash equivalents		693,124	882,170	-	-	693,124	882,170
Trade, term and loans receivables		1,686,633	1,201,600	-	-	1,686,633	1,201,600
Other investments (term deposits)		682,931	682,867	-	-	682,931	682,867
Total anticipated inflows		<b>3,062,688</b>	<b>2,766,637</b>	<b>-</b>	<b>-</b>	<b>3,062,688</b>	<b>2,766,637</b>
<b>Net (outflow)/inflow on financial instruments</b>		<b>2,262,420</b>	<b>1,969,601</b>	<b>(91,500)</b>	<b>(17,328)</b>	<b>2,170,920</b>	<b>1,231,137</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 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 entity does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the entity.

There are no material amounts of collateral held as security at 30 June 2016.

Credit risk is managed by the entity and reviewed regularly by the finance committee. It arises from exposures to customers as well as through deposits with financial institutions.

The entity monitors the credit risk by actively assessing the rating quality and liquidity of counterparties:

- Only banks and financial institutions with an 'A' rating are utilised.
- Only accredited fund managers linked to 'A' rated financial institutions are used.
- The credit standing of counterparties is reviewed monthly for liquidity and credit risk.

The trade receivables balances at 30 June 2016 and 30 June 2015 do not include any counterparties with external credit ratings. Customers are assessed for credit worthiness using the criteria detailed above.

### Price risk

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

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 18 Financial Instruments continued

#### (b) Financial Instruments Composition and Maturity Analysis

The table below reflects the undiscounted contractual settlement terms for financial instruments of a fixed period of maturity, as well as management's expectations of the settlement period for all other financial instruments. As such, the amounts may not reconcile to the balance sheet.

	Weighted Average Effective Interest Rate		Floating Interest Rate		Non-interest Bearing		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
	%	\$	\$	\$	\$	\$	\$	\$
<b>Financial Assets:</b>								
Cash and cash equivalents	1.05%	693,124	882,170	-	-	693,124	882,170	
Investments – Term Deposits	3.20%	682,931	682,867	-	-	682,931	682,867	
Receivables		-	-	1,201,600	-	1,201,600	1,201,600	
<b>Total Financial Assets</b>		<b>1,376,055</b>	<b>1,565,037</b>	<b>1,201,600</b>	<b>1,686,632</b>	<b>1,376,055</b>	<b>2,766,637</b>	
<b>Financial Liabilities:</b>								
Trade and sundry payables		-	-	2,447,368	2,805,101	2,447,368	2,805,101	2,447,368
<b>Total Financial Liabilities</b>		-	-	<b>2,447,368</b>	<b>2,805,101</b>	<b>2,447,368</b>	<b>2,805,101</b>	<b>2,447,368</b>

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

Trade and sundry payables are expected to be paid as follows:

Trade payables of \$597,521 (2015: \$673,933) include payable in less than 3 months \$593,508 (2015: \$671,348) and payable more than 3 months \$4,013 (2015: \$2,585)

Sundry payables of \$580,614 are all payable in less than 3 months (2015: \$453,294).

### (c) Net Fair Values

The net fair values of listed investments have been 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 consolidated group 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 Australia Limited has no non-current borrowings.

### Sensitivity Analysis

The entity performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates that there is an immaterial effect on current year results and equity which could result from a change in this risk, with the primary impact being on the quantum of interest earned from interest bearing investments. It is calculated that the impact on earnings and equity of an interest rate increase or decrease of 2% is \$27,500 (2015: \$43,262).

This sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

No sensitivity analysis has been performed for foreign exchange risk, as the entity is not exposed to fluctuations in foreign exchange.

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 19 Capital Management

Management controls the capital of the entity to ensure that adequate cash flows are generated to fund its mentoring programs and that returns from investments are maximised. The finance committee ensures that the overall risk management strategy is in line with this objective.

The finance 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 requirements.

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

Management effectively manage the entity's capital by assessing the entity'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 entity since previous year.

The gearing ratios for the years ended 30 June 2016 and 30 June 2015 are as follows:

	<b>2016</b>	<b>2015</b>
	<b>\$</b>	<b>\$</b>
Financial liabilities		
Trade and other payables	2,805,101	2,447,368
Total	2,805,101	2,447,368
Less cash and cash equivalents (including term deposits)	1,376,055	1,565,037
Net debt	1,429,046	882,331
<b>Total equity (reserves + retained earnings)</b>	<b>836,999</b>	<b>788,337</b>
Gearing ratio	N/A	N/A

# Triathlon Australia Limited

ABN 67 007 356 907

## Notes to the Financial Statements

For the Year Ended 30 June 2016

### 20 Key Management Personnel Compensation

The key management personnel include Directors as disclosed in the Director's report together with the Chief Executive Officer and Senior Staff. During the year Directors didn't receive remuneration. The Company's Key Management Personnel were compensated as follows:

	2016	2015
Remuneration Band		
\$100,000-\$149,999	2	2
\$150,000 +	2	2
Total Key Management Personnel	4	4
	\$	\$
Short Term Employee Benefits	620,142	516,439
Post Employment Benefits	56,506	48,514
<b>Total</b>	<b>676,648</b>	<b>564,953</b>

### 21 Transfer to States:

During the year, no transfer has been made to state organizations. The Company made no transfer to state organizations from retained earnings in 2015 (previous year).

### 22 Company Details

#### Registered office

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

Triathlon Australia Limited  
Suite 504,  
64-76 Kippax Street  
SURRY HILLS NSW 2021

### 23 Members' Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity 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 entity. At 30 June 2016 the number of members was 21,818 (2015: number of members was 21,639).

## Triathlon Australia Limited

ABN 67 007 356 907

### Auditors Independence Declaration under Section 307C of the Corporations Act 2001

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2016, there have been:

(i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.



**Greg Thompson**

Auditor  
HURSTVILLE

Date: 30 August 2016

#### Sydney

PO Box 70  
Miranda NSW 2228

#### Wollongong

Level 2, 1 Rawson Street  
Wollongong NSW 2500

#### Darwin

Unit 5, 16 Charlton Court  
Woolner NT 0820

#### Enquiry

 [gthompson@thompsonsaustralia.com.au](mailto:gthompson@thompsonsaustralia.com.au)  
 0408 274 443  
ABN 68 869 147 675

## Principal Partner



## Sporting Partner



## Sponsors



## Community Partner's





**TRIATHLON**  

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**AUSTRALIA**