



## MINUTES OF THE 30<sup>TH</sup> ANNUAL GENERAL MEETING OF THE ZIMBABWE TRIATHLON ASSOCIATION HELD AT INNOVATE HPC - 10<sup>TH</sup> JUNE 2018

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### 1. ATTENDANCE REGISTER AND APOLOGIES

The Attendance Register, duly completed, was handed to Secretary General. Apologies were received and recorded (**attached**)

### 2. NOTICE OF CONVENING THE MEETING

The meeting commenced at 0935, Dr Austin Jeans welcomed all in attendance and handed the floor to Mr Fulton.

Mr Fulton requested any Absentee Voting Forms for the Election of Management and Non-Executive Committees be handed to the Secretary General any submissions thereafter would not be accepted. Mr Fulton then declared the AGM open.

### 3. MINUTES OF THE PREVIOUS MEETING

Minutes of the previous meeting were circulated to the database via email on Tuesday 5<sup>th</sup> June 2018 and a hard copy was available for inspection.

### 4. MATTERS ARISING FROM THE PREVIOUS MINUTES

No questions or matters arising from the previous minutes were raised.

### 5. AMENDMENT TO CONSTITUTION – PARAGRAPH 4

**PREAMBLE:** It was decided by the Quorum at the 29<sup>th</sup> AGM on 2<sup>nd</sup> July 2017, that in keeping with International Sporting trends, the Association Secretary become an Ex-officio position automatically appointed to the Executive Board. In place of this previously elected position on the Executive Board, the 2018 AGM will elect a 4<sup>th</sup> MEMBER to sit on the Executive Board.

#### **AMENDMENT TO READ:**

#### **4. MANAGEMENT**

- 4.1 The affairs of the Association shall be managed by an Executive Board, hereinafter referred to as the Board.
- 4.2 The Board shall consist of:
  - 4.2.1 Elected - President, who must be a Zimbabwean citizen and resident of the country
  - 4.2.2 Elected - Vice-President
  - 4.2.3 Elected – Treasurer

- 4.2.4 Elected Member
- 4.2.5 Ex-officio - Secretary General
- 4.2.6 Ex-officio - Schools
- 4.2.7 Ex-officio - Development
- 4.2.8 Ex-officio - Technical
- 4.2.9 Ex-officio - Athletes Representative

There were no objections or questions raised. Mr Fulton confirmed that the amendments will be made forthwith through the correct channels.

Proposed Mr Shaun Shelton Seconded Mrs Catherine Jennings

## **6. FINANCIAL REPORT 2017-2018 AND APPROVAL OF ACCOUNTS and 7. PRESENTATION OF THE 2018-2019 BUDGET**

Mr Martin presented comprehensive accounts in the Financial Report and Financial Statements for the Year Ending 30<sup>th</sup> April 2018. The 2018-2019 Budget was presented in the Financial Statements (Financial Document Pack) **(attached)**.

Mr Martin extended thanks to our all of our season, Troutbeck and Pool sponsors and donors for their continued and generous support. Apologies were made for the omission of Moldon in his reports and he confirmed this would be rectified on his report.

Financial Document Packs were distributed to all those in attendance. Mr Martin opened the floor to questions –

- Mrs Sophia Steffens asked in what way does the City of Harare contribute to the costs of the upkeep and maintenance of Mount Pleasant Pool ?
- Mr Martin, Mr Fulton and Mr Weston advised that at present there is no contribution from the City of Harare. Mr Fulton advised that we have a Memorandum of Agreement with the City of Harare for our events held at Mount Pleasant Pool that states that in conjunction with them, Triathlon Zimbabwe will be responsible for repairs and maintenance of the pool.
- Chemicals for Mount Pleasant Pool continue to be the biggest cost and re-iterated the fact that if we have no chemicals we have no venue for our local events. During the summer months (3<sup>rd</sup> term at schools) an agreement has been in place with Schools, Clubs and Nursery Schools who use Mount Pleasant Pool to pay the pool hire charges directly to A.I DAVIS (which goes towards the cost of the chemicals) rather than paying City of Harare. This arrangement unfortunately only covers various months of the year and we are therefore still responsible for the maintenance during the winter months.
- Mr Colin Weston advised that the gate takings at Mount Pleasant Pool for the year are supposed to cover the costs of include Staff, Zesa and Security and stressed that this income does not cover the overall costs.

- Mr Weston also reported that per advices from the Mayor, a 25% rebate of revenue collected by the City of Harare is meant to be shared amongst various pool facilities but to date this has not been the case. He advised that the City of Harare are endeavouring to secure funding for a new chlorinator.

No other questions or matters were raised.

Proposed Mrs Harriet Shelton Seconded Mr Demos Koutoungos

## **8. READING AND ADOPTING THE PRESIDENTS REPORT**

Mr Fulton presented his report (**attached**)

Mr Fulton received an emotional standing ovation from the floor at the conclusion of his report.

No matters or questions were raised.

Proposed Dr Austin Jeans Seconded Mr Shaun Shelton

## **9. READING AND ADOPTING THE TOUR COACH'S AND DEVELOPMENT REPORTS**

Mrs Pamela Fulton presented the Coaches/Race Reports for the South African Championships held in Maselspoort, Bloemfontein in March 2018 and the Africa Championships held in Morocco in April 2018 (**attached**).

Mrs Pamela Fulton then presented the Development Report (**attached**)

Mrs Fulton confirmed that based on their performance at the African Championships / Youth Olympic Games (YOG) Qualifiers in April 2018, 2 of our Junior Athletes, Andie Kuipers and Matthew Denslow were invited to attend a Development Camp in Brieve, France later this month. This opportunity has been funded by the ITU/ATU under their Development Programme and Mrs Fulton will accompany Andie and Matthew.

- Mr Shelton asked which countries qualified for the Youth Olympic Games. He also stated that he felt that there is far too much pressure on our young athletes to qualify for these Games and how do we keep these athletes in the sport afterwards.
- Mrs Fulton confirmed that South Africa, Tunisia and Egypt qualified as the first 3 countries over the line – Zimbabwe were the 4<sup>th</sup> country over the line and sadly did not qualify. Unfortunately the some athletes who competed in triathlon at the previous Youth Olympic Games suffered from “burn out” and have not competed again, or they have since left Zimbabwe to pursue their studies at universities abroad. It was suggested that perhaps ZOC could be approached to help athletes cope with life after the Games

- Dr Austin Jeans stated that this is the case for young Zimbabwean athletes from almost every sport and that realistically we are a small country with a limited pool of athletes from which to select national representatives, they have minimal exposure to international events and are massively shocked when appearing on such a massive stage such as the Olympic Games. Other countries have more funding and those athletes have access to more facilities and High Performance Centres.

No other questions or matters were raised

Proposed Mrs Tammy Benade Seconded Ms Tracey Garrard

#### **10. SELECTOR'S REPORT 2017-2018**

Mrs Pam Fulton presented the Selector's Report (**attached**)

No matters or questions were raised

Proposed Mr Shaun Shelton Seconded Mr Christo Jacobs

#### **11. DISSOLUTION OF THE EXISTING MANAGEMENT COMMITTEE (EXECUTIVE BOARD)**

Mr Fulton dissolved the existing Board and left the floor to Dr Austin Jeans as the Presiding Officer.

#### **12. ELECTION OF MANAGEMENT COMMITTEE (EXECUTIVE BOARD) FOR 2018/2019**

A list of Nominees for all positions and resumes of the Presidential candidates were circulated to the database. The following nominees retracted themselves  
List of Nominees:

- Mr Colin Weston – Executive Board – Treasurer
- Mr Christo Jacobs – Executive Board - 4<sup>th</sup> Member
- Mrs Tracey Jacobs – Chairperson – Tour Committee
- Mrs Tammy Petersen – Chairperson – Tour Committee

The Secretary General opened the Absentee Voting Forms and the Presiding Officer recorded the votes received for each position on the Counting Sheet (attached).

Ballot papers were distributed to the floor, collected and counted by the Secretary General and the Presiding Officer and were recorded as follows

- ❖ President – **MR DEMOS KOUTOUNGOS** - elected

Ballot papers were distributed to the floor, collected and counted by the Secretary General and the Presiding Officer and were recorded as follows -

- ❖ Vice President – **MR DAVE ELLIS** - elected

Due to the retraction of Mr Colin Weston from nomination to stand as Treasurer only one candidate remained and result recorded by the Presiding Officer as follows -

- ❖ Treasurer – **MR GARY MARTIN** - elected

Ballot papers were distributed to the floor, collected and counted by the Secretary General and the Presiding Officer and were recorded as follows -

- ❖ 4<sup>TH</sup> MEMBER – **MS MEL BARNES** – elected

### **13. NON-EXECUTIVE APPOINTMENTS TO THE MANAGEMENT COMMITTEE/EXECUTIVE BOARD – WILL BE APPOINTED TO THE MANAGEMENT COMMITTEE**

- DEVELOPMENT COMMISSION – **MRS PAMELA FULTON**
- TECHNICAL COMMISSION – to be appointed
- SCHOOLS COMMISSION – to be appointed
- ATHLETES COMMISSION – **MR GIDEON BENADE**

### **14. ELECTION OF SUB COMMITTEES**

Mr Fulton took over as Presiding Officer. Ballot papers were distributed to the floor, collected and counted by the Secretary General and the Presiding Officer and were recorded as follows

- **SELECTION COMMITTEE –**
  - ❖ CHAIR – **DR AUSTIN JEANS** - elected
  - ❖ MEMBER – **MRS PAMELA FULTON** - elected
  - ❖ MEMBER – **MS MEL BARNES** - elected
- **TOUR COMMITTEE –**
  - ❖ CHAIRPERSON – **MRS PAMELA FULTON** – elected
  - ❖ TREASURER – **MRS TRACEY JACOBS** – elected
  - ❖ TOUR MANAGER – **MRS KIM HACKER** – elected

Congratulations were extended to all those elected for the 2018-2019 season. Mr Fulton stood down as Presiding Officer and invited the newly elected President, Mr Demos Koutoungos, to take the floor.

### **15. APPOINTMENT OF AN AUDITOR**

Mr Koutoungos confirmed that **MR ROB HACKER** will be the honorary Auditor for the 2018-2019 season.

Proposed Mr Shaun Shelton Seconded Mrs Tammy Benade

## **16. ANY OTHER BUSINESS**

The following Motions were received by the Secretary General by the stipulated date Monday 4<sup>th</sup> June.

All motions were presented to the floor by Mr Koutoungos who advised that each item will be discussed by the newly elected Board and Committees. Decisions and feedback to the database will follow in due course

### ➤ **ITEM 1 - Received from MR COLIN WESTON**

I propose an amount added on to entry fees to have as a separate fund for Pool maintenance. The amount can be in order of \$1.00 - 2.00 for adults and half that for kids.

The reason is obvious. The pool condition has deteriorated, I am doing fund raising myself to repair tiles that are in a dangerous condition, especially in the shallow end which kids use more, there have been several serious cuts on feet due to chipped tiles. This is just one example - there are several other areas that need up grading.

The main reason is to have funds for emergency repairs, this season out of budget items consisted of:

- 1) New borehole pump and motor
- 2) Repair to burst main recirculation 140mm pipe
- 3) Rewind of filter recirculation pump motor

### ➤ **ITEM 2 - Received from MR DAVE GARDNER**

#### **1. Open Water Events in Zim**

It has been most beneficial to everyone having these 2 events on the calendar , thank you.

I must insist the importance of the date of Penhalonga that it is set and is not changed for one reason or another and that it is always a Selection Weighted event - it is a much harder race than MTP and to ensure good numbers it must be Selection. Also I think that at this event all age categories should get prizes especially the juniors.

If possible can Penhalonga not be the weekend before Swakopmund.

#### **2. Sunday Races**

The decision to start the Half Sprint Race at 7.45 is a good idea in concept, but it is totally unfair on the Peterhouse group - for them to be there by 6.45 in order to get bikes in , warm etc etc is realistically not possible; if they do get there in time for this start time they often don't have time to warm-up ; please can this be looked at and

discussed with me on their behalf , thank-you. Then the quarter athletes sit around for hours awaiting their event . Let's look at this and streamline.

### **3. AG Team to SA Champs**

Please can we formally include / promote some Age-Groupers from Zim to go and race at SAC ; development can't be limited to only juniors.

### **4. SAC 2019**

Please can the day and dates for this be exact and circulated as soon as we know from SA where and when it is and the days on which the events fall.

Also if management can note that it is a big expense to the parents, and some of these kids never travel out of Zim, so please can they have access at some stage to shops/movies etc as we always used to (this comes straight from the athletes, not me).

Also I would like to be included in the Team for this and AAC as the Official Technical Representative.

### **5. Swakopmund**

Namibia : The date this year is the 2nd of December - great event for the whole family.

### **6. Athletes and Development Commission**

Who, how and when do people get onto this ??

### **7. All Africa Selection**

I think that we really must review how this is done, as well as the numbers per category; we are doing ourselves a dis-service limiting it to 3 athletes per category; and there really is not much weight selecting based on SA athletes times if in some categories they never send anyone. I am happy to meet with the selectors on this. The South Africans certainly don't seem to limit their numbers.

#### **➤ ITEM 3 – Received from MRS SOPHIA STEFFENS**

### **Tour Management**

The tour to All Africa Champs in Morocco in April 2018 was negatively affected by the late withdrawal of Mrs Tammy Benade as tour manager. This resulted in Mrs Fulton travelling by herself with the team, having to fulfil both roles, causing a considerable amount of stress to both her and the parents involved. I would like to suggest that the Executive Board should only allow the National Side to travel with 2 Management members present. In order for the Board to assist in this, I suggest that, either

- 1) An Assistant manager is appointed who will “shadow” the Tour Manager in his/her duties and can be called in to replace one of the management members in case of withdrawal/unavailability of a tour management member.

The Assistant Manager will be a “non-travelling” member, in this capacity, unless he/she can fund it him/herself

- 2) The Executive Board appoint/allow any of the existing Tour Committee to step in to fill the position in case of withdrawal/non-availability of a tour management member

In view of this and if a decision is made to appoint an assistant manager, I am willing to offer my help

- Mr Shaun Shelton suggested that there be a MALE and a FEMALE Manager when teams go on tour
- Mrs Tammy Petersen suggested co-opting a parent who is travelling on the tour to stand as Manager if required

➤ **ITEM 4 – Received from MRS TRACEY JACOBS**

**Introduction of yearly membership.**

This will ease the financial burden of running costs. Most other clubs have a yearly membership and then you still pay for events/shows. It doesn't need to be a large figure – maybe \$60 / per annum. (\$10 per month for the season September to March). Perhaps only those wanting rankings / timing to be charged – so the “casual” Sunday morning kids are not affected. And a discount for family membership

- Mr Martin thanked Mrs Jacobs for these constructive suggestions and advised that race fees and annual memberships will be reviewed.

Proposed Mrs Tammy Petersen Seconded Mrs Tracey Jacobs

There being no further business Mr Koutoungos thanked all in attendance and called upon Dr Austin Jeans to propose a vote of thanks to Mr Fulton for his services to Triathlon Zimbabwe and make a presentation to him on behalf of all members of the association.

The meeting closed at 12.15pm

**SIGNED: TRIATHLON ZIMBABWE, 10<sup>th</sup> JUNE 2018**



**RICK FULTON**  
**IMMEDIATE PAST PRESIDENT**



**DEMOS KOUTOUNGOS**  
**PRESIDENT**