



ANNUAL REPORT FOR PERIOD 01 April 2015 to 31 March 2016

Vision:

To be an internationally acclaimed nation who makes multi-sports a lifestyle that leads to excellence.

Mission:

TAS strives to exercise fair and judicious supervision of multi-sports events among all and to promote multi-sports among all and achieve excellence for international recognition.

Values & Mottos:

4 Fs (Focus, Flexibility, Fore-Sight, Fast)

Governing Instruments:

TAS Constitution (Version 2011.2)

Registration Number - Unique Entity Number (UEN):

S92SS0052C

Charity Status:

Charity Status from 1 June 2011

Registered Address:

20 Maxwell Road, #11-27, Maxwell House, Singapore 069113

Management Committee: From 5 September 2014 to Present

President	Mr Ronald Liew
Deputy President	Mr Mark Tay Po Thye
Honorary Secretary	Mr David Hoong Kah Kuan
Assistant Honorary Secretary	Mr Benson Teo
Honorary Treasurer	Mr Patrick Koh
Committee Member	Mr Steven Chan Chee Ming
Committee Member	Mr Peter Chua
Committee Member	Mr Lek Chun Guan
Committee Member	Ms Jenny Wee
Committee Member	Mr Lawrence Chan
Committee Member	Mr Eugene Lee
Committee Member	Mr Raymond Chong
Committee Member	Mr Nick Chia
Committee Member	Ms Chia Ai Ling
Co-Opt Member	Mr Xu Kewei

External Auditor

Strategic Audit Alliance PAC

Bankers

United Overseas Bank Limited
Oversea-Chinese Banking Corporation Limited (Until 14 May 2015)

Lawyers, investment advisers, other advisers:

NIL

Policies adopted:

Singapore Societies Act
Singapore Charities Act
Singapore Financial Reporting Standards
Singapore Sports Council Financial Regulations,
International Triathlon Union Governing Standards



Summary of SSC ANGE Funding for FY2015:

	FY2015
Secretariat Headcount	\$79,000
Office Operations	\$16,500
Capability Development	\$6,000
Coaching Headcount	\$24,000
High Participation	\$10,000
Overseas Training and Competitions	\$13,500
Matching Grant	\$15,000

- \$12,000 funds from FY 2015 are programme funding to support for SEA Games Coaching
- Capability Development includes Technical Officiating and Coaching
- Grants allocated for Secretariat Headcount and Office Operations in FY 2015 will accounts for about 80% of the total expenditure.
- Grants disbursement will be done on a bi-annual basis, with the 1st disbursement due end of April, subject to submission of all necessary documents.

Summary of Supplementary revenue for FY2015:

	FY2015
Metasprint Series	\$8,000
Singapore International Triathlon	\$26,575
Trifactor Triathlon	\$3,000
Singapore Aquathlon	\$4,301
Singapore Duathlon	\$15,500
Ultra Aquathlon	\$ 766
SEA Games 2015	\$24,480
Collections from Day of Race (DOR) License	\$33,525
Courses and Programmes	\$10,670
Annual Memberships	\$5,663

President's Report for FY2015

28th SEA Games, Singapore

1. Competition Management

TAS was engaged by SINGSOC to assist in the Competition Management for the Triathlon event for the 2015 SEA Games. To ensure the Technical aspects of the competition are met, and the event is run in accordance to competition rules.

Competition Manager: David Hoong
Assistant Competition Manager: Eugene Ong, Jeff Lim

2. High Performance

Individual Men's Results:

Total of 12 athletes from 6 SEA Nations Started.

Wille Loo - 2:07:01, 3rd position

Clement Chow - 2:07:30, 4th position

Individual Women's Results:

Total of 9 athletes from 5 SEA Nations Started.

Winona Howe, DNF

Lin Zhiyun, DNF

(Remarks: Both women succumbed to bike crash and injuries)



Team Manager: Steven Chan

Team Coach: Eugene Lee

High Performance Elite & Development

Triathlon Training Squad (TTS)

The Triathlon Training Squad (TTS) Scheme identifies potential athletes into our Elite and Development programs. For FY2015, athletes self funded their own local training, and overseas competition and training, with subsidies given to those in preparation for Major Games. This is due to insufficient and limited funds.

TAS's TTS Scheme minimum entry requirement:

- a. Sprint – 1:20 (Male), 1:30 (Female)
- b. Standard – 2:20 (Male), 2:35 (Female)

Male		Female	
Bryce Chong, 20/11/1997	Junior	Christy Suriadi, 30/05/1997	Junior
Zacharias Low, 07/10/1997	Junior	Denise Chia Su Yin, 11/01/1997	Junior
Esmond Lim, 09/08/1998	Junior	Winona Howe, 24/02/1995	U23
Ernest Tan, 05/08/1996	Junior	Sara Ng, 19/11/1991	Elite
Sumedha Lim, 15/06/1996	Junior	Chang Shuwen, 17/08/1990	Elite
Aaron Shane Tan, 09/02/1999	Junior	Lin Zhiyun, 11/12/1986	Elite
Cedric Chua, 25/08/1998	Junior	Luo Yiwei, 18/01/1990	Elite
Wille Loo, 26/01/1983	Elite		
Clement Chow, 23/05/1988	Elite		
Jonathan Ma, 10/08/1988	Elite		
Tan Jiayu, 16/10/1992	Elite		
Lim Jia Jie, 10/09/1987	Elite		
Liang Lemin, 19/04/1987	Elite		
Jonathan Tan, 21/01/1991	Elite		
Chew Yi Heng, 30/12/1993	Elite		
Joshua Li, 8/02/1987	Elite		
Justin Kwan, 05/06/1989	Elite		

Documents in place:

TTS Scheme Selection Policy

Athlete's Profile form

Athlete's Agreement

Athlete's Code of Conduct

Selection Policy for SEA Games 2015

High Performance Prep Plan for SEA Games 2015.

ITU/ASTC Races:

1. ASTC Triathlon Asian Cup, Subic Bay (26 April 2015)

- Bryce Chong (Junior Men, 5/26, 00:58:33)
- Aaron Shane Tan (Junior Men, 11/26, 01:01:26)
- Zac Low (Junior Men, 14/26, 1:02:04)
- Sumedha Lim (Junior Men, 16/26, 1:06:11)
- Esmond Lim (Junior Men, 24/26, 1:10:02)
- Ernest Tan (Junior Men, 26/26, 01:18:54)
- Wille Loo (Elite Men, 24/31, 01:58:49)
- Clement Chow (Elite Men, 25/31, 01:59:23)
- Jonathan Ma (Elite Men, 29/31, 02:12:02)
- Lin Zhiyun (Elite Women, 10/14, 02:15:23)
- Sara Ng (Elite Women, 13/14, 02:42:59)

2. Asian Triathlon Championships, New Taipei (12 June 2015)

- Winona Howe (U23 Women, 4/13, 1:12:22)



- Jonathan Ma (Elite Men, 17/28, 2:16:11)
- Bryce Chong (Junior Men, 25/52, 1:09:53)
- Aaron Shane Tan (Junior Men, 30/52, 1:11:02)
- Zac Low (Junior Men, 40/52, 1:17:09)
- Sumedha Lim (Junior Men, 41/52, 1:18:03)
- Esmond Lim (Junior Men, 45/52, 1:21:42)

3. ITU Triathlon World Championships Grand Final, Chicago (15 September 2015)

- Bryce Chong (Junior Men, 60/75, 00:59:23)
- Winona Howe (U23 Women, 28/30, 01:14:34)

4. ASTC Triathlon Asian Cup, Hong Kong (31 October 2015)

- Bryce Chong (Elite Men, DNF)
- Zac Low (Elite Men, 40/51, 01:09:29)
- Ernest Tan (Elite Men, 47/51, 01:36:45)

5. ASTC Triathlon Asian Cup, Pariaman (28 November 2015)

- Zac Low (Elite Men, 31/39, 01:03:09)
- Lim Jia Jie (Elite Men, 37/39, 01:09:59)

ITU/ASTC Camps:

1. ASTC Women Camp, Bangkok (4 May to 11 May 2015)

- Lin Zhiyun

TAS Approved Triathlon Races:

1. Singapore International Triathlon, 25/07/2015

- Bryce Chong (Junior Men, 2/39, 01:03:18)
- Zac Low (Junior Men, 3/39, 01:05:48)
- Aaron Shane Tan (Junior Men, 8/39, 01:07:08)
- Sumedha Lim (Junior Men, 10/39, 01:10:53)
- Christy Suriadi (Junior Women, 01/08, 01:17:17)
- Winona Howe (Open Women, 01/84, 02:13:48)
- Sara Ng (Open Women, 05/84, 02:31:11)
- Jonathan Tan (Open Men, 09/100, 02:09:50)
- Lim Jia Jie (Open Men, 25/100, 02:14:56)
- Justin Kwan (Open Men, 30/100, 02:17:26)
- Tan Jiayu (Open Men, 19/100, 02:13:33)
- Joshua Li (Open Men, 11/100, 02:10:43)
- Liang Lemin (Open Men, 48/100, 02:22:26)
- Chew Yi Heng (Open Men, 35/100, 02:20:00)

2. TriFactor Triathlon (23/08/2015)

- Zac Low (Junior Men, 01/100, 01:05:11)
- Christy Suriadi (Junior Women, 02/50, 01:21:44)
- Winona Howe (Open Women, 01/50, 02:19:28)
- Luo Yiwei (Open Women, 02/50, 02:30:44)
- Sara Ng (Open Women, 03/50, 02:35:37)
- Joshua Li (Open Men, 03/100, 02:12:15)
- Liang Lemin (Open Men, 34/100, 02:33:01)

Industrial Development (Events Management)

National Championship Events

TAS awarded a 2 year contract (From 2014 to 2015) to Metasports, for co-organising of our Singapore Triathlon event, and a 3 year contract (From 2014 to 2016), for co-organising of our Singapore Aquathlon and Singapore Duathlon events.

Singapore International Triathlon 2015



Date: 25 July 2015
Total number of age-groupers: 1689

Singapore Aquathlon 2015
Date: 29 September 2015
Total number of age groupers: 700

Singapore Duathlon 2015
Date: 28 November 2015
Total number of age-groupers: 1243

Sanctioned Events

TAS sanctioned 6 events in FY2015.

- Metasprint Triathlon 2015 (19 April 2015)
- NILA Open Water Swim & Aquathlon 2015 (6 June 2015)
- Trifactor Triathlon 2015 (23 August 2015)
- Ultra Aquathlon 2015 (21 November 2015)
- Metasprint Aquathlon 2016 (21 Feb 2015)
- Metasprint Duathlon 2016 (20 March 2015)

Day of Race License

From 1st January 2015 onwards, it is mandatory for all participants in TAS sanctioned events to purchase a Day of Race (DOR) License. This will provide insurance coverage for their participation in that event.

Breakdown of collections from DOR License
Metasprint Triathlon 2015 - \$7,242.50
Singapore International Triathlon - \$6,606
TriFactor Triathlon - \$5,384
Singapore Aquathlon - \$2,039
Singapore Duathlon - \$3,757
Metasprint Aquathlon, Duathlon 2016 - \$8,496.50

Business Development

TAS's Open Water Safety Team had been providing services to events since 2011.

In FY2015, TAS supported open water safety for the following events:

- NILA Open Water Swim & Aquathlon 2015 (6 June 2015)
- SEA Games 2015

From 22 June 2015, TAS Sold the Jet Skis and disbanded the Open Water Safety Team, as Maintenance Fee had surpass our income for the 2 Jet Skis.

Honorary Secretary's Report

Capability Development (Technical Officials)

As of 31 March 2012, the following framework had been drawn up by ITU for TO education programs:

By National Federation - NF Community Level 1, NF Community Level 2, NF TO Level 1
By ITU – ITU TO Level 1 (NTO), ITU TO Level 2 (CTO), ITU TO Level 3 (ITO)

As of 31 March 2016, Our Technical Officials strength stands at: (1 ITO, 8 CTO, 18 NTO, 23 CL2, 30 CL1).
3 of our TOs are also qualified ITU facilitators/Trainers.

Besides Officiating at ASTC Asian Cup races, ITU Races in Europe and the World Triathlon Grand Final in Chicago, 21 of our TO had officiate at the 2015 SEA Games in Singapore.



2 NTO attended and passed the ITU Level 2 Course in Weihai China from 8 to 13 September 2015. They had been promoted to CTO.

For FY2015, TAS conducted 2 Technical Official Courses:

Technical Official Community Level 1

Date: 29 August 2015

Facilitator: Peter Chua

Number of participants: 11

Technical Official Community Level 2

Date: 19 March 2016

Facilitator: Peter Chua

Number of Participants: 9

Technical Official Committee (TOC) was formed in 2009 for the purpose of overseeing the development of new TO and TO education. The TOC also plans and officiates in TAS's sanctioned events.

As of 31 March 2016, the TOC was made up of the following members:

David Hoong (Advisor), Jeff Lim (Manager), Peter Chua (Chairman), Daniel Sng (Chairman), Edwin Shi (Treasurer), Jenny Wee, Alvin Tay, Ong Si Ying, Chan Bin Chuan

Capability Development (Coaching)

As of 31 March 2016, a total of 4 ITU Level 2, 3 ITU Level 1, 23 SG-Coach Level 1.

On 29 June 2013, SSC endorsed and accredited TAS's NCAP Level 1 Integrated Triathlon framework, Syllabus and Accreditation Policy. This will enable our qualified coaches to be registered under SSC's NROC (National Registry of Coaches). From 2015, the NCAP Level 1 changes its name to SG-Coach Level 1

For FY2015, TAS conducted 1 Coaching course

Triathlon SG-Coach Level 1

Date: 27,29,31 October / 3,5,7 November 2015

Conductor: Eugene Lee, Steven Chan, Luqman Nulhakim, Llyod Ngoh, Andy Chia, Fabian Williams

Number of Participants: 25

Course Requirements: Assignment, Valid TAS Membership, Valid Certs (Lifesavings, First Aid, CPR+AED)

Sports Development

Development Committee was form in 2013 for the purpose of overseeing the development of athletes and coaches. The Committee was tasked to seek sponsorships for our development programs, to recruit reliable and active coaching members to review selection Policies and course syllabus.

As of 31 March 2016, the Committee consists of the following: David Hoong (Advisor), Eugene Ong (Manager), Steven Chan (Athletes Development), Eugene Lee (Coaches Development)

Aquathlon Camp was held on 12 September 2015, in collaboration with Active SG.

To introduce kids to aquathlon, and provide fundamental training for them.

21 Participants (Age between 7 to 16) completed the camp.

Conductors: Eugene Lee, Lloyd Ngoh

Secretariat

TAS secretariat office is located at 20 Maxwell Road, #11-27, Maxwell House, since November 2014. Lease ending on 31 March 2016, after which TAS will shift it's office to Sports Hub, Sports SG shared NSA Office.

For FY2015, TAS secretariat consists of:

Eugene Ong (General Manager)



Jeff Lim (Senior Executive)
Sherlyn Chow (Finance & Book Keeping, contracted)

Membership Management

The membership Committee was formed in October 2014.
Chairman – Raymond Chong
Members – Jenny Wee, Lek Chun Guan

Roles of the new Committee

- Matters of membership
- Increase current membership numbers
- Improve communication and engagement to members
- improve membership benefits

From March 2015, a new membership structure was introduced. The new structure will be more transparent, clearer and will encourage more individual and clubs to be involved and affiliated to TAS. The new structure will be launched in phases. Target to fully launch by 1st January 2016.

As of 31 March 2015, a total of 155 Individual members, and 2 ordinary members (Bike-Aid, TeamFabian)

Others

Youth, Parents and Women's Committee

The Youth, Parents and Women's Committee was formed in October 2014.
Chairman – Nick Chia, Members – Chia Ai Leng

Roles:

- to reach out to youths, their parents and women of all ages
- to introduce them into the sport through exposure and specific catering.
- In the long run to establish a wider talent pool of young athletes into the development pathway.
- For women, representation in the Elite Categories and at Olympic Level is significantly lower than the Men, and as such translate to a higher chance of success for Women

Charity Status

As of 1 June 2011, TAS had been approved as a Charity under the Charities Act and Charities Regulations.

As of 31 March 2016, TAS had complied with all taxation requirements from IRAS and Charities' Code of Governance for FY2015.

Other Relevant Disclosures

Conflict of Interest

Every TAS MC members & staff shall declare in writing the nature and extent of any relationship, arrangement, contract or agreement, which may result in a conflict of interest, real or perceived. The declaration is to be signed and filed by all TAS MC Members & staff.

If at any time following the filing of his or her Declaration there occurs any material change in the information contained in the Declaration given by the TAS MC members & staff, either by way of addition or deletion, that TAS MC members & staff shall file a supplementary Declaration describing such change, as soon as reasonably possible.

Every TAS MC members & staff, who has any interest in any matter or thing before rendering a decision, shall orally disclose the nature and extent of his or her interest to the TAS Management Committee, and provide a written Declaration, if requested by the President and/or Honorary Secretary.

Every TAS MC members & staff, who is interested in a matter, shall not participate in any decision regarding that matter. The disclosure required by the TAS MC members & staff shall be recorded in, or annexed to, any



minutes related to meetings at which such disclosure was made or the minutes of the next meeting following such disclosure.

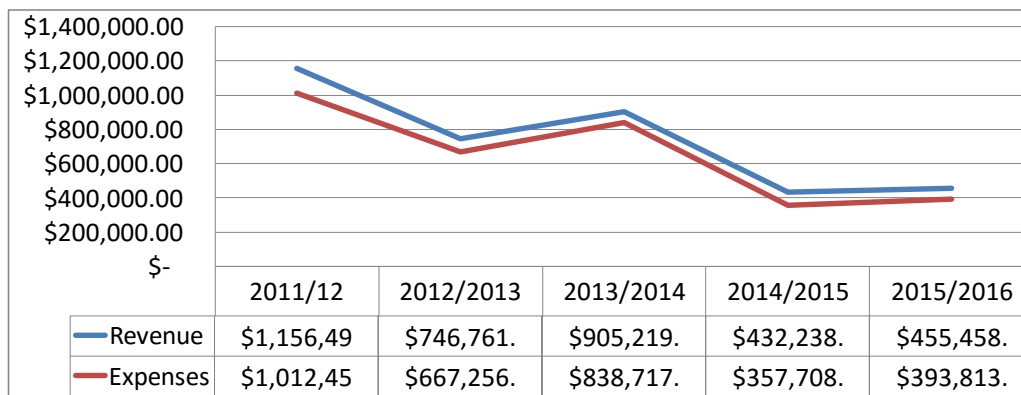
Audited Financial Statements and Auditor’s Report for FY2015 (year ended 31 March 2016)

There were no audit concerns, and TAS’s external Auditor had given the opinion that financial statements are properly drawn so as to give a true and fair view of the state of TAS, in accordance with the provisions of the Singapore Societies Act, the Singapore Charities Act and Singapore Financial Reporting Standards.

Since FY2011, TAS had been gradually reducing its current liabilities, by registering surplus income. This was done by reducing expenses and at the same time maximising revenue.

From 1st January 2014, TAS had outsourced the organising of our National events to an external event organiser. TAS continues to collect event fees, while channelling our focus towards membership development and sports development.

Profit & Loss Account for Financial Year end 31 March 2016



Review

Since FY2013, TAS had called for tender and appointed the organizing of our National events to external event organizers. As clearly indicated in the financial statements, where the annual income/expenditure falls below \$500,000. TAS focused our efforts more into membership development and sports development, including athletes, coaches and officials, and will continue to do so moving forward.

TAS will also work closely with the International Bodies of Triathlon to ensure that we are in accordance to their standards.