

## **Females in Training - Training Programs – Charging policy and Fee Structure**

FIT offers training programs that cater for novice and experienced triathletes, runners, cyclists, and swimmers. The training programs are an important avenue for attracting new members into FIT, demonstrating the high calibre of the FIT coaches and the benefits of membership.

The training programs are in addition to FIT's regular program of activities, which are free for Members, namely:

- Running – Tuesday, Thursday, and Saturday
- Cycling – Wednesday, Friday, and Sunday
- Swimming – Monday and Wednesday
- Water Running – Monday and Wednesday.

FIT offers two types of training programs:

- programs that involve face-to-face coaching
- programs that provide a training program for access online.

### **It is FIT policy to charge a modest fee for programs that involve face-to-face coaching.**

Participants must register for these programs on the FIT Member registration system and they are subsequently entered to a training group in the FIT online communication system. This charge is in recognition of the time and effort involved in the programs and the benefits of participating (including access to guidance by a coach, participation in a program that is tailored for participants, and camaraderie from being a member of the training group).

The charge also provides income for FIT that benefits FIT's bottom line. In 2021/22, broadly, membership revenue was approximately double that of program revenue.<sup>1</sup> FIT incurred an operational loss of some \$4,500 in that year. In 2022/23, with an increase in program revenue, including the WTTP, to ~\$9,700, approaching the value of receipts from membership (~\$10,600), FIT incurred only a small loss for the year (<\$1,000).

At the AGM in November 2022, FIT increased its membership fee from \$50 to \$65 from 1 July 2023. Retaining a membership fee at a modest level is aimed at encouraging women to gain the benefits of FIT membership. In addition to the FIT fee, however, Members must pay an additional charge to cover FIT's affiliation with Triathlon Australia (TA). The affiliation provides FIT members who pay above the social level of membership, with insurance cover.<sup>2</sup>

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<sup>1</sup> In 2021/2022, after taking out the FIT anniversary expenses and income and merchandise which are broadly cost neutral, FIT's income was ~\$14 000 comprising ~\$9000 from membership and the remainder from programs, and FIT's expenses were ~\$18,000.

<sup>2</sup> FIT also takes its own insurance to ensure coaches and assistants are covered for professional indemnity. This is because the TA insurance provides professional indemnity coverage only for those coaches who are accredited with TA as triathlon coaches.

## **Program Fees**

As a guide, the Committee endorses the following fee structure for FIT training programs that provide **face to face coaching**:

- WTTP – fee for FIT - \$100
- Programs of > 3 months duration - \$75 to \$125
- Programs of < 3 months duration - \$50 to \$75

These charges may be reviewed annually having regard to inflation and the market.

Additional costs associated with merchandise and/or other goods and services for the delivery of the program must be provided to the Committee for consideration on a case-by-case basis.

The Committee may also decide to offer a small number of scholarships for program participation. Scholarships will be decided on a case-by-case basis. To date, they have been offered only for the WTTP.

Endorsed by Committee

13 July 2023