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BASA

Strategic Plan

2022-2024

MISSION

To develop aquatic sports in Bermuda, encourage participation and help participants achieve individual excellence, in sport and in life.

GOALS

This plan is ambitious in parts, and necessarily requires the help and support of both the Bermuda Government and our volunteer community in order to reach our goals. As a result, certain aspects may take longer to develop and implement than others. However, we aim to have a start on implementing all points by the end of the current quadrennial in 2024.

These four goals represent what we aim to achieve in order to succeed with our Mission.

1. **Mass participation** – Get Bermuda swimming!
2. **Member participation** – Further support and develop our aquatic community.
3. **Performance** – Provide an environment that helps our athletes perform to their best and produce competitive Regional, World and Olympic results.
4. **Leadership** – Be an organization that leads with integrity and seeks to operate to high standards in all areas.

We aim to provide the best possible experience for all the athletes through:

- Transparent and compliant governance
- Opportunities for competition experience for all level
- Development and education of officials and coaches

Mass Participation

We aim to get Bermuda swimming by developing exciting events targeted at general participation including a National Swimming Day and a community Swimathon, which will double as a fundraising event for the Association.

With the help of the Department of Youth and Sport, we aim to bring back the White's Island Development Swim Camp in the Summer of 2023 to encourage higher levels of general participation.

We aim to discuss with the Departments of Youth and Sport and Education the possibility of a partnership with the public primary schools in the development of a 'Learn to Swim' program as part of the schools' physical education curriculum.

Member Participation

We have rolled out a calendar of events for the 2022-23 season for member participation which is included as Appendix A. Each annual calendar will also be posted on the BASA website: www.basa.bm.

This calendar is not fixed and amendments may be required as the season progresses. Members will be alerted to changes by their Club Executives and all changes will be posted on the BASA website.

While there is no official National Training Squad, selected athletes for each BASA overseas meet shall be required to attend extra squad training in accordance with the Board approved Eligibility and Selection documents which are posted on the BASA website.

We will increase support for other aquatic disciplines including Open Water Swimming and Masters swimming. We shall seek to enter athletes in open water events, most notably at Carifta and CCCAN. The selection and training requirements shall be in accordance with each Board approved Eligibility and Selection document which are posted on the BASA website.

Performance

BASA has delegated all performance and training programs to its member Clubs, who are responsible for implementing development and performance programs which can deliver sustainable success on the international stages.

Both member Clubs are currently at capacity and do not have the ability to increase the number of athletes in their programs. Both member Clubs run grass roots programs, as do several other aquatic organizations in Bermuda that are not registered with BASA.

Each competition on the calendar has a purpose and should be aligned with achieving athlete's progress from Standard meets (including Developmental events) all the way up to targeted international exposure for Elite Athletes (please see further information below).

Athlete's progress is defined by reaching a series of Age Group time standards. Age Group time standards for the 2020-2024 quadrennial are posted on the BASA web site. The Guide for local and international meets on the 2022-23 Swim Calendar is attached as Appendix B, and explains the time standards required in order to qualify for each meet.

All overseas meets and their qualification standards shall also be in accordance with the policy stated in each Board approved Eligibility and Selection document posted on the BASA website.

Elite Athletes

Elite Athletes are funded primarily by the Bermuda Olympic Association (the “BOA”). The BOA have their own set of guidelines that must be followed to proceed through the different tiers of Elite Athlete – each with a different level of BOA funding. Applications will be made by BASA to add athletes to the BOA Elite Athlete list in accordance with their set guidelines, which is included as Appendix C.

BASA funding for Elite Athletes shall be provided as determined by the Board.

BASA funding for Carifta, CCCAN and other overseas meets shall be in accordance with the policy stated in each Board approved Eligibility and Selection document posted on the BASA website.

Other athlete funding is subject to available resources which is dependent on BASA receiving grants from the Department of Youth and Sport, FINA, fundraising and other donations.

Records

Athlete’s performance progress can also be marked by achieving Age Group National Records. The Board approved Records policy is posted on the BASA website.

Leadership

We will ensure that BASA is a well-run organization and acknowledged as such by the Department of Youth and Sport. We will operate to best practice standards as set out in the Constitution which can be found on the BASA website, and we will align BASA with the overall strategy of our regional body, PanAm Aquatics.

We will maintain our status as a charitable organization.

We will increase the development and education opportunities for Officials and Coaches, through webinars as well as through FINA programs and clinics as offered by PanAm Aquatics.

We will ensure that our sport is providing a safe and secure environment for all our participants.

We will grow our financial base by maximizing funding opportunities through all available grants.

We will improve the profile of aquatics in Bermuda by developing a marketing, PR and branding strategy. We will provide effective transparent and consistent communications both internally and externally.

APPENDIX A: CALENDAR

*Please note that meets will be added/dropped as season evolves.

BASA Standard Meets
Championship Meets
BSSF Swim Meets
Fundraising Events
Regional Meets
Open Water Events
Senior International Meets
Junior International Meets
Club Sanctioned Meets
Officials clinic

		Location	Organizer	Club Coordination	Dates		Tier
SEPTEMBER 2022							
Fri 16	BASA FUN Relay meet	BASA	BASA	HASC			
Sun. 18	Open Water Bermuda National Championships	Clearwater	BOWS	N/A		*Not sanctioned by FINA	
OCTOBER 2022							
Sat.1	Barry Hanson Meet	BASA	BASA	HASC			
Sun 9.	Round the Sound	Harrington Sound	BOWS	N/A		*Not sanctioned by FINA	
Sat.15	Kattegat Sharks Sprint Meet	BASA	BASA	SHKS			
NOVEMBER 2022							
Sat.19	BASA Winter Meet	BASA	BASA	SHKS			
DECEMBER 2022							
Fri. 2- Sun. 4	BASA WAG Championships 2022	NSC	BASA	HASC			
Tues. 13 - Sun 18	FINA Short Course Worlds	Melbourne	FINA		TBD	See overseas meet package for qualification deadline/ standards and restrictions	4+
JANUARY 2023							
Fri. 13	BASA LC Qualification Meet	NSC	BASA	HASC			
Sat. 28	BASA LC Qualification Meet	NSC	BASA	SHKS			
FEBRUARY 2023							
Sat. 4	Series #1/Developmental	BASA	BASA	HASC			
Sat. 18	Series #2/Developmental	BASA	BASA	SHKS			
MARCH 2023							
Fri. 17 - Sun. 19	SC Age Group Championships/Developmental	NSC	TBD	SHKS			
APRIL 2023							
TBD	Developmental Overseas meet - PROVISIONAL			Between Mar 26 April 10th			
Sat 15- Tues 18	CARIFTA SWIMMING CHAMPIONSHIPS LCM	St Lucia	St Lucia		Travel dates TBC meet specific qualifying times	See overseas meet package for qualification deadline/ standards and restrictions	4+
Fri 28 - Sun. 30	Schroder's LC Age Group Championships/ Developmental	NSC	TBD	HASC			
MAY 2023							
Fri. 19 - Sun. 21	Bermuda National LC Championships	NSC	BASA	SHKS			
JUNE 2023							
Sat. 3 (PROVISIONAL)	BASA Swimathon						
Sat. 10	BASA LC/ Dev Meet	NSC	BASA	SHKS			
Fri. 16	Dockside/Harbor 2022 LC Open Championships			HASC			
Fri 23 - Tues. 8	CAC Games 2023 (Swimming 24-30)	El Salvador	BOA		TBD	See overseas meet package for qualification deadline/ standards and restrictions	4+
Sun. 25 (TBC)	Devil's Mile	Devil's Hole				*Not sanctioned by FINA	
JULY 2023							
Tues 5- Sat 9	COCCAN LCM (Potential/ No date or host confirmed)	El Salvador	COCCAN		Travel dates TBC meet specific qualifying times	See overseas meet package for qualification deadline/ standards and restrictions	3+
Fri 14 - Sunday. 30	FINA World Championships 2023 (Swimming 23-30)	Japan	FINA		TBD	See overseas meet package for qualification deadline/ standards and restrictions	4+
Mon 31-Mon Aug 7	Speedo Canada Junior Championships	Edmonton			Travel dates TBC meet specific qualifying times		4+
AUGUST 2023							
TBD	FINA World Junior Championships	TBD			TBD		4+

APPENDIX B

Guide for local and international meets on the Bermuda Amateur Swimming Calendar

<p>BASA Standard Meets. Swimmers must meet the B standard in a 100 meter event in the 9-19 age group to be eligible to compete. Swimmers will compete in development level events that will be held during standard meets until that have reached the B standard.</p>
<p>Championship Meets. These are multiple day local meets. Swimmers will have to have a B time in their own age group to enter. National Championships is the exception that has a standard for 12 and under and 13 and over.</p>
<p>BSSF Swim Meets. These meets are organized by the Bermuda School sports federation and are not sanctioned by BASA. BASA will provide volunteers for the competition, but swimmers will be competing as schools.</p>
<p>Fundraising events. These are events that are organized by Bermuda Amateur swimming association to raise funds for facility projects, overseas meets or swimmer support.</p>
<p>Regional Meets. BASA will select swimmers to compete in these overseas competitions using qualifying standards that are set and circulated in advance. These events are hosted by regional organizations and have requirements to show citizenship or residency for entry. The standard for selection is two AAA standards for these events with the exception of 11-12 age group at Carifta that uses two AA standards.</p>
<p>Development Overseas Meets. This level of meet is a preparation for regional meets to give experience to young swimmers. The standard for these meet would be to have a A time in your age group.</p>
<p>Senior International Meets. These are international meets that are either controlled by FINA, BOA, or an international host. These events require swimmers to show citizenship in order to be eligible. There will be a summons that gives the qualifying procedure.</p>
<p>Junior International Meets. These are junior international meets that are either controlled by FINA, BOA, or an international host. These events require swimmers to show citizenship in order to be eligible. There will be a summons that gives the qualifying procedure.</p>
<p>Club Sanctioned Meets. BASA will give limited sanction to clubs to host their own club meets. The results from these meets will be official and can be used for qualifying and record purposes.</p>
<p>Officials clinic. Swim competitions require a large number of officials in order to validate the results. BASA will host local official clinics lead by local officials or will provide overseas expertise for certification.</p>

APPENDIX C



The Bermuda Olympic Association

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Elite Athlete Program 2021- 2024

It is important to recognize that the Elite Athlete Program, funding and other resources available to athletes is directly related to participation in one of the major festivals for which the Bermuda Olympic Association is responsible. Therefore, the goal of any athlete requesting to be recognized as an elite athlete must include the projection of their hope to participate in at least one of the following: the Central American and Caribbean Games, the Commonwealth Games, The Pan American Games and/or the Olympic Games during the Quadrennial.

In order for an athlete to be considered for inclusion on the Elite Athlete List, the following eligibility criteria will be applied:

- a. Athletes must be Bermudian as defined by the BOA Constitution and Bye-Laws;
- b. Athletes must be a registered member of the NSGB of their sport and must be actively training to represent Bermuda internationally;
- c. Application to the Elite Athletes List must be submitted via the NSGB for their sport in accordance with the policies and regulations of the BOA;
- d. All Athletes via their NSGB must submit their training and competition programs and results with their applications in order to be considered for Elite Athlete funding and other available resources;
- e. All applications must also include a budget of expenses for the upcoming year inclusive of those expenses relating to training and competition such as basic cost of living, training and travel expenses. *Applications that do not include a budget of expenses will not be considered for funding.*
- f. In order to remain on the Elite Athletes List or to continue receiving funding and or other program support ALL athletes on the List must submit their quarterly reports in accordance with the established guidelines and protocols. Quarterly reports must follow the format shown in Appendix 'D'. Failure to do so may result in the delay, withholding or suspension of further funding or program support until such time as this and any other program requirements are satisfied.

g. Category “A” Elite Athletes

- i. The goal for athletes in this Category is qualification for the Olympic Games and their four year plan must reflect a level of commitment to achieving this goal. Athletes in this category are expected to equal or better the standards for the highest competition set by the IF for their sport as approved by the BOA Standards Committee.
- ii. Athletes in this Category will be supported with a quarterly stipend as well as additional funding for six (6) international competitions per year commencing immediately upon ratification by the BOA Executive Board and lasting through March 31st. Athletes in this category will be expected to compete and achieve performance results of comparable standards in a minimum of four (4) international competitions per year. Athletes in this category are also expected to qualify for and compete at the BOA’s four major festivals; however, exceptions may be considered due to the nature of the sport or extenuating circumstances at the time which must be approved by the BOA.

h. Category “B” Elite Athletes

- i. The goal for athletes in this Category is to demonstrate, by consistent performance, that they have the potential to achieve Category “A” status as approved by the BOA Standards Committee.
- ii. Athletes in this Category will be supported with a **quarterly stipend as well as funding for six (6) international** competitions per year commencing immediately upon ratification by the BOA Executive Board and lasting through March 31st. Athletes in this category will be expected to compete and achieve performance results of comparable standards in a minimum of four (4) international competitions per year. Athletes in this category are also expected to demonstrate the ability to qualify for and compete at the BOA’s four major festivals, however, exceptions may be considered due to the nature of the sport or extenuating circumstances at the time which must be approved by the BOA.

i. Category “C” Elite Athletes

- i. The goal for athletes in this Category is to demonstrate, by consistent performance, that they have the potential to achieve Category “B” status as approved by the BOA Standards Committee.
- ii. Athletes in this Category will be supported with funding for three (3) international competitions per year commencing immediately upon ratification by the BOA Executive Board and lasting through March 31st and will be expected to compete and achieve performance results of comparable standards in this competition.

- j. It should be noted that Athletes in Category A, B or C could gain or lose their status in a particular Category based on participation, results and progress reports submitted by the Athlete via their NSGB in accordance with the established guidelines and protocols.

The National Sports Governing Body (NSGB) must articulate the potential of the athlete and clearly provide information when the athlete may reach the above stated goals of the Elite Athlete Program. The NSGB must review the goals of the athlete and their pathway to participating in one of the major festivals for which these development funds are provided. It is required that this information be presented in a four year plan at the beginning of the Quadrennial leading to the next Olympic Games.

It should be noted that the NSGB can apply at any time during the four year period leading up to the Olympics for an athlete to be placed on the Elite Athletes List. However, the goals of that athlete must reflect their ambition of participating in at least one of the major festivals listed above.

Please note that it is important that the NSGB communicate the relevant and accepted standards for the respective Festivals to the BOA Standards Committee (SC) via the BOA office as soon as they are known. Where there are standards to be set by the NSGB we ask that your proposed standards be presented in advance to the SC for review and approval by the BOA.

Please note that the BOA Standards Committee will consider all applications to the Elite Athletes List based on the following:

- Quarterly Reports presented
- Performances
- Goals / Festival standards
- Coaches progress reports
- Injury report and recovery plan

The SC will ask questions of the NSGB when required to ensure that there is some understanding of the goals and the path to achieving the same. It is the goal of the SC to have as much information on each athlete, to be able to assist them in achieving their goals and those of the BOA.