

## PBSC AGM 2022

**November 17<sup>th</sup> at 19:00**

**Location - Furzefield Goldfish Bowl / The Venue Creche**

### **Agenda:**

1. Chairmans Report
2. Treasurers Report
3. Performance Squad Report
4. Junior Squad Report
5. LTS Report
6. Membership Report
7. Nomination of Club Officials
8. Approve 2021 Minutes
9. Approval of the Club Constitution
10. Questions

# PBSC AGM 2022

## Chairman Report

Date: 17<sup>th</sup> November

### **Housekeeping**

Welcome – we have tried to do this a little different this year with the earlier start, at two venues, and zoom. Whilst swimmers are invited, they are welcome to train as well, and review the notes afterwards, but given the low attendances in recent years, we thought we could see if this would work.

We will deliver all the reports first, and then have questions at the end. If you are on zoom, please feel free to submit questions in the chat – we will try to get to them, and if not, we can respond via email. Zoom is time-limited to 45 mins. When it drops, we will start it again to close the meeting. Please can you mute your Zoom until we get to Q&A

To reduce printing, the reports will be made available after the AGM via email and on our website.

### **Introduction**

John Cunningham – I am the Chairman to those who may not have met me!

The past year has been somewhat challenging as we have tried to rebuild the club post-covid. We have strengthened our relationships with the pool operators and continue to support them with their own challenges in whatever way we can. It is a struggle for them right now, and we need to continue to show support so that they can continue to operate. Although the changing villages and other equipment are not up to scratch, their focus is keeping the facilities open safely and pay their staff. Furthermore, we have been fortunate to continue with having the whole FF pool for a number of sessions rather than share with the public, and hopefully this will continue as it provides a better environment for the swimmers.

Regarding our club, I just wanted to remind us that we are a competitive swimming club, catering for our local area. Although we are ambitious and want to be one of the leading

clubs in the area, we also try to cater for all abilities and personal situations. There are plenty of squad choices to suit your other commitments and we will support you. The only thought with this is that you may have to move to a more suitable squad so that you are not impacted by being in the wrong squad.

With those that want to commit more to swimming and aim high, we can provide choice for them rather than make them feel they need to go to another club to be successful. I would rather they were successful here, close to home, family, and schools, and then when the time is right for university (or A-levels) they can go to an elite training environment confident in their abilities to be able to train and compete at that level.

We have been slowly adjusting the timetable and approach post-covid to increase pool time and create some flexibility. These things take time to bed in, and the structure that is being put in place is reflective of many other clubs with similar aspirations. I'd suggest it is very similar to the way Swim England operate with the High-Performance programme – a streamlined approach for each swimmer depending on their abilities – sprinting, middle-distance/distance, and open water, and our coaches do discuss goals and ambition with swimmers so that they can help them to try and achieve these.

However, it's a two-way street - success requires commitment and dedication from the swimmers and their support team as well. There are no easy routes to success. You need to do what the coach advises you and make every session count.

Of course, these changes may not work for everyone, but let's not forget that we are a competitive swimming club with aspirations for our swimmers. We need to cater for the majority, and not for outliers. It's not an easy balance, but we are trying our best to make it right for as many as we can.

Furthermore, swimming is a sport that is constrained by available resources – mainly pool time, and also hours that are structured around schooltime. This is why it is difficult to make changes that work for all.

Saying that, if we get constructive feedback, we are happy to review and will continue to evolve the club where it makes sense, but honestly it is difficult to cater for everyone's circumstances with the limited resources at our disposal. The key here is constructive feedback – and it has to work for the majority.

## **Communication**

I am also conscious that I have not been communicating as much this last year – this is due to other commitments that I have, and I apologise for that, but I'm also aware that our coaches and other committee members are doing a fabulous job of getting the messages across, but we need to do more and are looking at ways to do that.

For new members and for swimmers, parents and guardians that are progressing through the club most of the information is on the website, and the coaches do regular sessions after squad promotions, but if you have questions, please just ask.

We have also just had a suggestion to do a school parents-evening style of event where you can meet with the coaches to discuss your swimmer individually, but also meet with the other areas of club administration – we will look into the feasibility of this, but my initial thinking is that this is a great idea.

## **Finances and the cost-of-living crisis.**

We are all aware of the challenges we are facing at the moment, and in some ways, the club has been insulated from the energy cost increase due to the way Inspireall set their fees on a yearly basis, and don't have a mechanism to increase costs until then following year. With that in mind, we are expecting an increase in pool hire and other costs to hit us in the new year, so be prepared for this.

If anyone can help the club with sponsorship or donations, or has some time to help with this side of the club, this would really help to try and keep the increases down.

## **Volunteering and Club Support**

### **Competition Judges**

I just wanted to mention that as part of entering competitions, the club must provide a number of swimming judges to help each meet run smoothly. We are now running short of judges as a number of people have moved on from the club, and we need more people

involved in volunteering for this. If we can't provide the judges, the club will get fined by the meet organiser – this particularly a problem for the Arena and Herts Leagues.

The initial courses are straightforward, and don't take long to do. Please contact Judy Martell if you'd like to help out – it is better to do this than just sit on poolside as it helps all the swimmers have a good competition experience. The best way will be through the contact us page on the website, or if you know Judy, just have a chat with her.

## **Committee**

The club is supported by a great team of people, and on behalf of myself and the club I thank them for their continued efforts to make this club what it is. We get many compliments regarding our club and how well run it is, and without the team of volunteers it would not be possible.

A few people have decided to step down this year:

- Suzanne Savage from the assistant Treasurer, Membership, Trophies, and Selection Committee roles. She has decided to concentrate on coaching now, and is doing a fabulous job with that
- Janet Moore from the Gala Secretary role
- Emma Renton from the Assistant Gala Secretary role

Many thanks to all three, and we wish you well. [FLOWERS] If Tracey can give them a small token of thanks from me, that would be great!

We welcome Nrupa Patel into the Assistant treasurer role, supporting our treasurer, Jonathan Refson.

Kirsty Tinnirello has joined the committee full time, and will join the Selection Committee, as well as continuing with Records Secretary.

We will be asking you to approve the committee later in the AGM.

However, we need more people on the committee to ensure squad representation is made, and that we have a succession plan for our current team.

Please don't rely on the status quo – it will be better for the club if people get involved now to ensure continuity, rather than having to scramble for people when it's critical. Without people volunteering, the club can't be managed. It doesn't take up a huge amount of time, and the more people involved the less of a commitment.

We need at least another three people to join the committee and help with some of the roles. Please contact us and we can provide more information

### **Coaches and Teachers**

We have a great team of coaches and teachers, and a thank you to all of those, especially Jonathan and Jamie, our head coaches. They are dedicated to trying to help your swimmers be successful, and are always available to meet and discuss with you

### **Final Thoughts.**

We have come through the last couple of years with few issues, and now I look forward to the club going from strength to strength, with swimmers swimming at all levels – from Counties to Nationals. Have a great season and I look forward to hearing about the personal bests, the wins, the fun, the friendship from all squads.

John Cunningham

Chairman

## Treasurer's Report – Year Ending 31st July 2022

All the figures in the accounts are shown on a cash flow basis. The figures have yet to be verified by independent examiner.

The club's financial year runs from August to August and the opening balance at the beginning of this year was £17,256.05 and the closing balance at the end of this financial year was £17,526.33. The club has therefore run at a slight profit of £270.38. In both the last two financial years the club's closing balance has been less than the opening balance; last year, significantly so, this was after difficult times, with covid restrictions, repeated pool closures and limited numbers of swimmers allowed in the pool. During this last year, total income paid into the account was £197,890.40 and the total expenditure paid out was £197,620.12.

### **Income**

The total income for this financial year £197,890. It is more meaningful to compare this years income figures with the income from 2 years ago rather than 1 year ago, this is because this was a full year of uninterrupted activity for the club. The income from 2 years ago was £186,151; the total income for this year is up by £11,739 compared to that figure from 2 years ago.

Our main form of income is training fees and subscriptions £166,671 this is 84% as a proportion of the total and is almost identical to two years ago; when it was 82%. This reflects the fact that we have been able to run a full year of training in the pool and on land and although we had to put up your monthly fees, you can see that this has restored the financial balance. The remaining 18% of the income, is money that covers Swim England fees open meets and entry fees for league events.

### **Expenditure**

Our total expenses for this year were £197,620 up by £34,944 compared to two years ago's figure of £162,676.

The main item of expenditure is pool hire at £105,812, making up 53.5% of expenditure; almost exactly the same proportion as the figure from 2 years ago (£88,124 at 54%), when there was a full uninterrupted year of training. The increase in pool hire fees reflects a mixture of both increasing hire costs and increased pool time.

Coaching costs were the next biggest expense at £52,835, up from £43,210 two years ago, this is accounted for by increased use of coaching time (with increased pool time) and the expense of having a full-time head coach. This is exactly that same proportion of income (as 2 years ago) at 26.6%.

Swim England registration costs were £11,610, an increase from last year's £10,000 but still down on 2 years ago at £12,162. The only other significant expense were the open meets that our swimmers attended at just shy of £20K, however, these fees are billed direct to you and have been accounted for in calculating both our income and the costs to the club.

### **Future**

As you can see, with sound financial management, we have restored a degree of financial stability after the difficult times we faced during Covid. Unfortunately, there are troubled times ahead of us again. The pool-hire fees have been increased further and the financial

projection; based on reduction in swimming numbers and increases in energy costs (to heat the pool) is that we will not be able to balance the books going forward. In fact, since the end of the last (The club's) financial year we are again operating at a small, but unsustainable, loss each month. If we are to maintain the excellent performances outlined in the coach's report, we need pool time and there will be a need to increase the monthly fees we charge, to achieve this, in the new year.

We will also need to restore the reserves that swim England requires us to hold; as the club is starting to run at a loss on a monthly basis and i have not been able to sufficiently, replenish these.

Finally, I would like to thank Suzanne Savage my co-treasurer, who is stepping down from this role (and the committee) to focus on coaching activities at the club. She has supported me and worked extremely hard to organise all salary payments and deal with the day to day running of the clubs' finances. I am pleased to announce that in her place, I will be supported by Nrupa Patel one of our new committee members.

Jonathan Refson  
Treasurer

## Performance Report- AGM 2022

We currently have 87 swimmers across High-Performance, Performance, T2P and Competitive Squads. The additional squads have helped to provide better quality training through the squads and to cater for swimmers at a level that supports them in their development.

The HiPerf and Performance Squads have become more aligned over the past year as our two squads cater for our Regional swimmers depending on their age and training level. The HiPerf squad is to provide suitable training for our Youth swimmers although we have some Age Groupers being fast tracked based on their own growth and development. The Performance Squad is now made up of County and Regional Age Groupers and many of these will hopefully progress on to HiPerf in due course.

We now have a structure through the club that provides swimmers with the opportunity to progress through the club on a gradual pathway from the LTS and Juniors to a Performance or Competitive Swimming Pathway dependent on the swimmers goals. The Junior Competitive and Competitive Squads continue to grow and these are an important part of the club, to ensure each swimmers gets the type and quality of training that they require.

Over the past year we have had success in competitions including a third place finish in 2021's Virtual Arena League which was a fantastic result for the club. We competed at Hemel Hempstead across all three rounds against two or three local clubs. This year we are back into the regular League format and its been a very positive start with two fourth place finishes and a potential place in the final of Division One this year.

We also had a very successful Herts Major League with a second place overall finish and a very fiercely contested final against Hatfield. With only One team in both the Arena and Major League we rotated our team slightly in the Round Two of Major League and this is something that we hope to do for 2023's Major League as well.

This year at Counties we had over 45 swimmers representing the club. This was one of our strongest County Championships to date with a third place finish in the medals table with 53 golds, 34 silvers and 39 bronze medals. Lots of our swimmers achieved great times building on some of the amazing swims they had already had, earlier in the season. The most enjoyable part of the Championships was of course the relays, with a terrific team atmosphere and some very close finishes as well.

We took over twenty swimmers to the Regional Development Meet where we had lots of swimmers with medals and getting their first experience of swimming at a Regional Level. We hope that this year will see those swimmers take the next step and qualify for Regional Champs whilst more swimmers get the opportunity to swim at Regional Development..

We also took twenty swimmers to Regional Champs. This was spread over two weekends with the older ones at Norwich for the first weekend and younger ones at Luton the weekend after. We had four medals and six Regional finalists across the Meet. It was a great

experience for our swimmers and as a group we are hoping to achieve even more at next year's Regionals.

One of the best things about these Meets is being away with the swimmers and parents and getting to know everyone outside the pool. It's one of the parts of swimming I enjoy the most and I look forward to more weekends away when the Long Course season starts in 2023.

Targets for 2023 are:

- To further build on our Strength and Conditioning program we have and to develop it so there are specific sessions dependent on age and ability.
- Continue to develop our pathway to provide a clear structure whilst catering for everybody in the club
- Build on communications with the parents and swimmers to provide more understanding of the swimmers journey.

After a strong year, we are placed to become an even bigger club in the Region with more and more swimmers training and competing to a high level.

Ultimately it's been another enjoyable year for me at PBSC. Lots achieved and lots learned as well which we hope to carry into a successful and enjoyable 2023.

Can I finish off by thanking our committee and coaching team who make my job a lot easier by providing the support and all the hard work they put in to ensure the successful running of the club.

Jamie Irvine  
Head Coach

## Head Coach's Report – Junior Squad 2022

We currently have 73 junior members across J1, J2 and our new Junior Comp squad.

We took the decision to introduce this new squad, in October, for two reasons:

1. To alleviate overcrowding on our busier days (Wednesday and Friday)
2. For those swimmers who can't commit to a minimum of two sessions per week or just want to swim for fitness

Early evidence has shown an even-spread of swimmers across the sessions that are available and this has therefore improved the level of coaching we can offer.

Progression through the squads has been good throughout the year:

- LTS – J2 23
- J2 -J1 13
- J1 – T2P 17

For the first time since 2019, we were able to field a team in the Peanuts League, the major Hertfordshire annual competition aimed at 9-12-year olds. A prelude to this was the Junior time trials, held at Furzefield in February which gave all swimmers in this age group a chance to record times so we could then select the best team to enter.

The three-race gala had us in Division 1, with all of the major clubs in the county. We managed to finish in second place in the first two rounds which ensured we made the grand final for the third. In the end, we finished a credible fourth place, a position we have held consistently since 2015.

The juniors attended several open meets through the year, with some regular faces make the most of these opportunities. In September, we attended the Hoddesdon Novice meet, which was an ideal event for those new to competing. We had 16 juniors make their way to the Harlow Leisure Zone, and all performed very well, with many picking up awards for their performances.

We have the Hertfordshire County Championships confirmed for January 2023, with qualifying times being published. We have some of our Junior squad members who are close to attaining the standard required this year and the next few open meets will determine how many will achieve this important milestone in their swimming careers.

Looking to the future and to ensure we are able to continue entering competitions, we need more parents to become involved in the club. In particular, we need Team Managers and Officials. No experience is required for these roles as full training via online courses and practical experience is available. Please talk to myself or Jamie and we can talk you through what is involved and how we can start you on the pathway to becoming qualified.

Finally, I would like to thank Jamie, John and the committee for their tireless work behind the scenes. In addition, the unsung heroes who make our open meets happen, whether in organising, officiating or team managing need a special mention.

Kind regards

Jonathan Ball - Head Coach

## AGM 2022- LTS Head Coach Report

It's been a busy six or seven months in the LTS section. We have made quite a lot of changes to better align with the rest of the club and a clearer springboard into the Junior Squads.

We currently have 74 swimmers across Groups B- E. At the back end of last year we folded our Group A (in the learner pool) as part of a project to better work alongside the Furzefield Centre.

We have introduced the National Teaching Plan to the club as of September. This makes it easier taking on trials and also provides clear outcomes for the teachers on the progressions required for each Group. The National Teaching Plan includes badge awards which I think is a real incentive to our youngest swimmers where most won't be competing yet.

We have also moved back to the Pre-Covid Times to help reintegrate the LTS with the rest of the club. So far this has had really positive feedback as the swimmers get to see some of the squads alongside them and in some cases their teachers getting in after them.

The key aim for next year is to change the image of the LTS to an Academy. We hope to do this by communicating the club pathway when swimmers join the club and providing information meetings for our new joiners.

The changes made so far have helped improve the quality of lessons the swimmers are getting and I am really happy with the progress made.

Jamie Irvine  
Head Coach

## Membership Report 2022

### **MEMBERS**

Current number of members in the club – 288

( 2021 -314, 2020 – 266, 2019 -330, 2018 – 344, 2017 - 290)

	2022	2021	2020
High Performance –	28	22	36
Performance –	15	22	24
T2P –	26	26	26
Squad J1 –	29	41	58
Squad J2 –	35	54	42
LTS –	74	82	48
Uni –	10	6	
Masters –	45	50	32
Competitive –	14	9	
Junior Competitive –	9		

Another busy year for Membership, we are continuing to attract new members and have a waiting list for our trials with our LTS as well our J2 squad.

Tracey Barnard  
&  
Suzanne Savage

## Nomination of Club Officials

### **Current committee members:-**

Chairman – John Cunningham

Secretary – Faye Barber

Treasurer – Jonathan Refson/ Nrupa Patel

Vice Chair - Daryl Mason

Welfare Officer – Jonathan Refson / Mairi White

Membership Sec – Tracey Barnard

Gala Sec – Vacant

Officials Coordinator – Judy Martell

Records Secretary – Kirsty Tinnirello

Swim Mark – John Cunningham / Jonathan Refson

Social Secretary - Faye Barber / Tracey Barnard

Honorary President – Ian Bays

### **Vacant:**

Gala Secretary x 2

Selection Committee x 1