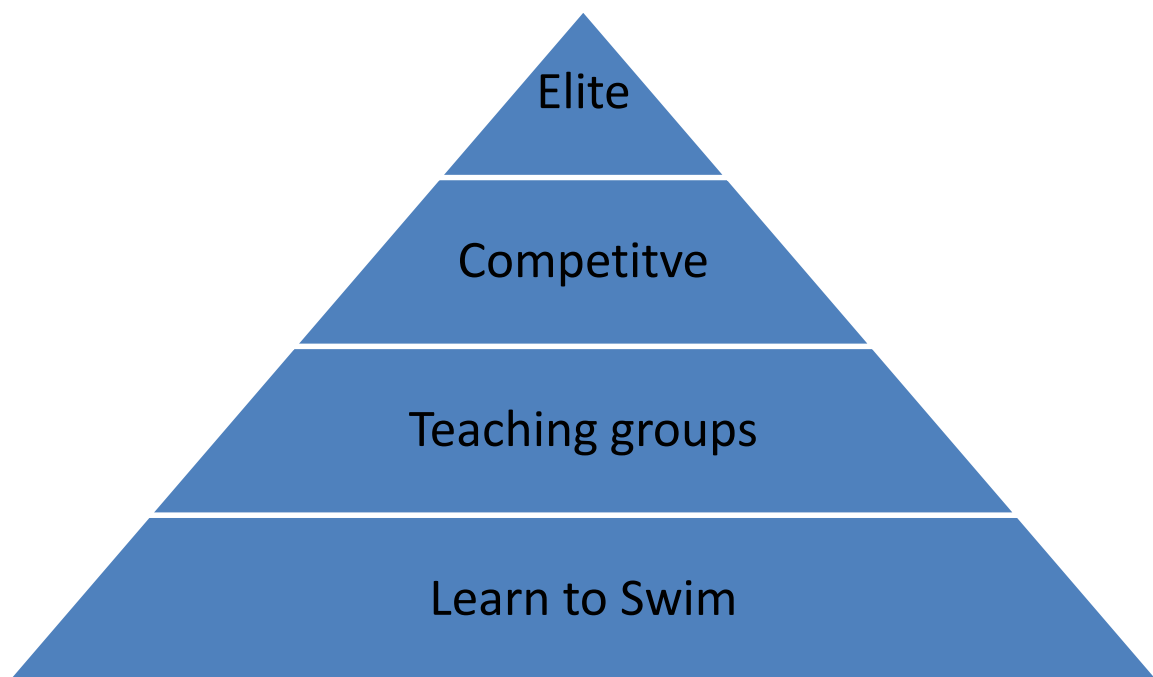




**Committee Meeting  
23<sup>rd</sup> October 2019**

**Welcome and Introduction to Jonathan Vernon, Head Coach**

Jonathan delivered a presentation to the committee on how he sees the club moving forward. Working up from base level swimmers up to elite performance:



- Phase 1 - Learn to swim (Being comfortable in water, fun)
- Phase 2 – Teaching groups (Developing skills and stamina)
- Phase 3 – Competitive (filtering up to those wanting to compete)
- Phase 4 – Performance (elite age group swimmers - National/Regionals)

Jonathan is interested in using membership data to identify trends (sex, ages) across the phases to ensure right level of engagement and retention of members.

He outlined his swimming philosophy and believes in keeping up science of swimming, to aid development. He focusses on the importance of making learning fun across the age groups and is a firm believer in the Swim England pathway – as based on biological development.

He has been working specifically with swimmers over the past 7 weeks on underwater phase – as this was identified as an area for improvement and is constantly observing swimmers and adapting the plans accordingly – i.e. spending more weeks on improving

streamline/position in water. He would like to work more closely on video analysis tailored for each swimmer, in order to address and improve technique.

The Club's success is dependent on all working as a team and Jonathan is grateful to Debs and Craig for their support whilst settling in. He has really enjoyed the role so far, particularly seeing the enjoyment the swimmers have at competitions.

### **Restructure Proposal**

Presentation and group activity will follow the Club Champs on 16<sup>th</sup> November. This will be an opportunity for members to hear from coaching staff regarding future developments, ask any questions and give feedback. All swimmers and parents will be asked to attend.

### **Staff Recruitment**

Interviews following recent adverts will take place in November.

### **Bursary Applications**

Two bursary applications have been received and approved.

### **Dual and College University Membership Policy**

The policy has been agreed and will now be implemented.

### **External Training**

There are swimmers who are also training elsewhere. A statement will be issued by the Chairman as to what is expected from swimmers.

### **Communication Plan**

A communication plan to improve communication between the committee and members has been put together. A Club night committee desk will be implemented immediately. Other suggestions from the plan will be rolled out over the next few weeks.

### **Pool Hire Costs**

Bedes pool hire costs are to be standardised and an assessment will be made through the restructure on the impact on finances.

### **Welfare Documentation**

Jeanette and Jackie to ensure all welfare documentation is up to date.

### **Team Managers**

The Club requires more parents to become Team Managers. Vanessa to take the lead to encourage members to attend TM training.

### **Gym Training**

Bedes have agreed for the Club to run gym training sessions on a Wednesday evening. This will be for performance swimmers and will be by invitation only.

### **Long Course Training**

2020 dates to be booked.

### **Swim England Teachers Conference**

Debs will be attending this conference on 19<sup>th</sup> November.

**Date of Next Meeting**      Wednesday 20<sup>th</sup> November 2019 at 6:00pm