



**Hailsham Swimming Club Annual General Meeting  
James West Community Centre  
28<sup>th</sup> April 2019**

**Present:** Wolfgang Gower, Jeanette Simpson, Tracey Shorthouse, Nick Shorthouse, Liz Hobden, Debs Barden, Sue Steenhoff, Caili Evershed, Kelly Widdop, Kevin Symonds, Vanessa Ring, Karen Crook, Elena Hines

**Apologies:** Jon Dulieu, Alison Naylor and Rob Orange.

**Approval of 2018 AGM minutes**

The 2018 AGM minutes were received by those in attendance, approved and signed by Wolfgang Gower. There were no matters arising.

**Amendments to the Constitution**

The number of committee members has been increased.

Anyone co-opted onto the committee will have the right to vote

The amended constitution was acknowledged and ratified by the committee.

**Honorary Club Members**

The list of current Honorary Club Members was reviewed by the committee and it was agreed that the list would remain unchanged.

**Reports**

**Hailsham Swimming Club AGM – Chairman’s Report AGM 2019**

As chair of our small but mighty club it falls to me to summarise our year and give an overview of our performance in and around the pool and behind the scenes. Last year we still faced some huge challenges – Continue rebuilding the back office, finding a new head coach and stabilising our organisation.

Although the job is never ‘done’ we have leapt forward in our development of the club and we are confidently aware of our position, strengths and weaknesses. Having celebrated our 30<sup>th</sup> Birthday in style this year the club is in a great place, there are always those who want more and are quick to criticise, but we are fulfilling our remit and responsibilities to our membership whatever their level of swimming. There are still improvements, but the club has direction and the coming year will be about cementing the future.

The club as a business –

Financially we have heard from Tracey our treasurer, we have had a great year and the continued focus from her and the team of Jeanette and our independent examiner and book keeper Jeni Collins we are managing to make the monthly books balance and swell the reserves modestly in order to give us funds for development. Our financial processes are secure and robust and despite the pressures of reducing swimmer numbers, increased pool hire and coaching costs we are holding our own. This year's task will be to recruit a vice treasurer so that the knowledge can be passed on and the work load shared. We also need to develop a strategy to increase swimmer numbers to avoid the peaks and troughs and/or develop new income streams. Our main focus for spend will be continued coach development to ensure our offering is second to none.

#### Swimming and Coaching –

The main concern on losing our previous coach was a drop in performance but not surprisingly our swimmers were never going to compromise their desire to achieve and the appointment of Charlie Wood to the head coach position has proved inspirational to many swimmers and we are again cementing our squad around their coach and challenging for their places at County, Regional and National level.

Charlie's start with the club wasn't easy for him – coming from a large club to our small organisation meant a step change as everything is 'closer' and there is no hiding from the pressures. I have tried to mentor as much as possible and 9 months in Charlie is developing his own style and his plan for the club will begin to show through properly from next competitive season. He is to be congratulated on his engagement with the swimmers especially from the development groups.....he is already an asset to the club and I believe his position as a mentor to our young people will only become stronger.

The rest of our small team are forming a real unit and as we develop skills I would hope we can become a beacon of quality coaching at all levels.

#### Member Engagement and Volunteering –

I am consistently proud of the way we conduct ourselves as a committee and extended volunteering community. Our club champs is self-sufficient, we have great team managers on poolside and our officials and non tech help at galas (especially county events) is always desired.

We communicate respectfully with each other and there is no political wrangling - everything we do is for our members and we should be proud of the club we deliver!

I would normally say special thanks to individuals but there isn't anyone who doesn't perform a task to the highest level – from Sue being swamped at home galas by youngsters for their medals to Kelly being swamped by her Smimzi box delivering kit to parents. 2 highlights for me have been Jackie pulling together the Spain camp and the continued work that Jeanette puts into the club with neither having a swimmer at the club the commitment is unparalleled. However, none of these highlights mean anything without the support of all other roles.

Our fundraising efforts headed by Liz continue to give us funds to grow and nothing beats the look on a head coaches face when he asks for simple things and we can say yes and deliver without concern or discussion.

Thank you all. We are Hailsham and we are STRONG.

Hailsham Swimming Club remains a great place to be and with our noses to the grind stone we will make it the best place to swim in Sussex. Challenges are ever present in youth sport as whole and as I get behind scenes through my officiating role at other clubs I see them as they face the same challenges – it's just they are not as good as we are at conquering them! We do what we do for the members, young, old, competitive, fitness and just starting out – let's not forget it through our next year and keeping pushing forward.

**Wolfgang Gower**  
**Chair Hailsham Swimming Club.**  
**AGM April 2019.**

### **Treasurer's Report 2018-19**

This has been a good year for the Club with no cash flow issues.

Membership -

Membership numbers have fluctuated and with careful monitoring, regular swim assessments for new members and a small swim fee increase across the board in February, swim fees are again heading in the right direction.

We created a new form of membership to offer our older swimmers moving away to university, along with others with limited availability to swim with the Club the opportunity to train with us during prescribed times - we may also call upon their talents for Sussex and Arena Leagues, when available.

Staff, Pool hire & costs -

We now have monthly management accounts, provided by our very qualified book-keeper, Jeni Collins (parent) and these are regularly discussed at our committee meetings, both for transparency and to aid relevant decision making. Jeni also provides payroll services including monthly payslips, P60s and pension contribution submissions – there is currently 1 member of staff affected by pension contributions however, even with the recent pension increase our extra NEST payment will still be less than £10 per calendar month.

Staff costs have increased this year, with the employment of a new head coach and extra staff costs to attend outside galas. We have invested in up-skilling some of our coaching staff and arranged swim teacher qualifications for our younger in-house team. We continue to fund on-going obligatory courses for officials training, licensing updates and safeguarding. As a progressive committee-led Club, we are always looking for parents to take on a role to help, particularly as parents of older swimmers will be moving on in the coming months. Looking ahead to next year, we will be again be making use of both Sussex ASA and Swim England SE bursaries to partially offset training costs.

Our pool rental agreement with Bede's was updated during this financial year and will be again soon, to reflect the decrease in Bede's Swim Scholars - this has meant an increase in evening pool hire fees which will be partially offset by a decrease in morning pool hire charges as we take on the full coach wage commitment.

Gwen Taylor (parent) kindly took on the role of ASA badge liaison and has continued to do a sterling role, likewise Kevin Symonds (parent) being the committee liaison and ordering the

new badges, certificates and flashes. Unfortunately, this year we have had to write off £375 worth of obsolete badge and certificate stocks.

Jeanette Simpson (was Club parent, soon to be Club grandparent!) our long-standing Club secretary, Jeni and I work closely together to ensure Club commitments are met; both Jeanette and Jeni have access to monitor our bank accounts, again for transparency. We have had to write off £77 of debt from swimmers who left the Club without paying fees due. Thank you to everyone who paid the ASA fee promptly, however we spent a huge amount of time chasing both annual Club fees and short swim fees for the year.

The Team Unify package has given us superb website design, push notifications for important messages and event management, including card payments. We have paid our annual fee for this facility and will be paying the further license for coaching facilities in the next financial year.

There were two self-funding events this year –

- The Club's 30th Birthday celebration – paid for entirely by monies from the fundraising account
- Swim Camp, Spain – paid for by parent contribution and topped up with monies from the swim-a-thon last summer. All monies paid in this financial year for the trip, early April 2019.

Reserve Account –

Following large expenditures on equipment in recent years, we were in a position this year to transfer £5,000 into the reserve account (see accounts). It is anticipated we will continue to make transfers where possible, to return to the £30,000 reserve previously held, thus ensuring Club stability and longevity.

In conclusion it has been a positive year financially for Hailsham Swimming Club and we have ended the year with a surplus. To those who give their time to the Club, making it run smoothly for the benefit of our swimmers, thank you!

**Tracey Shorthouse (parent)**

**HSC Treasurer**

## **HAILSHAM SWIMMING CLUB – FUNDRAISING REPORT 2018-2019**

It is important to recognise and appreciate the hard work of our fund-raising team who have been very busy behind the scenes – Liz Hobden (parent and Chair), Kelly Widdop (parent), Caili Evershed (parent) and Vanessa Ring (parent), here is Liz's report -

Once again the Fundraising Team has had a busy year. With the help and support of our members and their families we have raised a fantastic £3086.77 during 2018-19.

These funds have come from a variety of sources:-

- Social events such as the Annual Quiz and Annual BBQ
- Sponsored events such as the Cowbeech Bonfire Society Sponsored Walk and the Eastbourne Lions Swimathon (which enabled us to help support the upcoming Spanish training camp)
- Generous donations from Mike Farrell of Draft 2 Design and Cowbeech Bonfire Society Charity Trust
- Trophy sponsorship for our Annual Presentation Evening
- The sale of sweets and refreshments as well as raffles held at Club Champs and HSC meets at Bedes
- The sale of secondhand swimwear (thanks to Emma Symonds) and Swimzi hoodies and hats (thanks to Kelly Widdop for sourcing)

They have enabled us to purchase some much needed equipment for the club, including:

- A new PA system and wireless microphone for use at galas and social events which have been a vast improvement on our old system
- Resistance bands and resistance ropes for training
- 4 new tables to be used at events

In addition we have been able to boost club funds by assisting with the costs involved for our 30th birthday celebrations in February this year.

We have also sought funding from:

- Hailsham Lions Club – we approached this local club to ask for help in funding two new backstroke ledges and I am happy to say that they awarded us the full amount of £420. These ledges offer invaluable assistance to younger swimmers who are developing their backstroke start skills as well as to more experienced swimmers who are looking to improve their performance.
- Cowbeech Bonfire Society Charity Trust – we requested support with the purchasing of an iPad to assist coaches with admin and also to be used in conjunction with a GoPro camera to offer feedback to swimmers to improve performance. We have been awarded £400 towards this (which virtually covers the outlay) and the cheque is being presented on Saturday 6th April at the Merrie Harriers.

We would like to extend a massive thank you to everyone who has contributed in any way towards this wonderful total and would ask that you continue to support our events throughout the year

### **AGM - Head Coach Report 27th April 2019**

Firstly, an insight into what the swimmers have been doing: as everyone will probably know the club had a group of 17 swimmer from Performance Squads and 3 staff attend a training camp to Lloret de Mar in Spain, successfully organised by Jackie. I can honestly say that the swimmers were a credit to the club! They were all well behaved and represented the club with pride. During the week all swimmers pushed themselves in training to the brink of exhaustion and I thoroughly believe they all achieved what I set out for them. I hope they all found the experience to be a great learning opportunity whilst having fun.

Just to mention a few of the Clubs recent successes, back in December 2 of our swimmers, Tom Barden and Finley Naylor, competed at the Swim England National Winter Championship in Sheffield. They both qualified in 2 events and had a successful experience up there.

The Team competed in the 2018 Arena league from October through to December, this was one of my first events with the club. They fought every round, and this was the first insight into how competitive and team orientated Hailsham are and the support each and every team mate had for each other was clear.

Last week I was away in Glasgow with Tom Exall at the British Championships where the best in the sport were competing, he produced a time close to what he achieved at Summer Nationals.

The list of accepted entries came out this week for Regionals and I'm pleased to say the club has 16 swimmers accepted in multiple events.

As for the next year I hope to continue to build the profile of the club through results, a positive team atmosphere and cohesion of coaches. I would like to increase the level and experience for all our coaches by encouraging all staff to attend more events to increase exposure to competitive swimming outside of the club, this will positively reflect on the swimmers and ensure they get the best training and teaching possible.

My view on the Clubs continual improvement will mean that we bring in as much guidance from Swim England as we can and to ensure we have as much knowledge about ensuring long term participation from our swimmers whilst maintaining high standards as our main focus. I want our focus to be on improving the technical standard of our younger squad swimmers to ensure they are technically ready for the intensity of performance training.

I hope to provide your swimmers with worthwhile knowledge in nutrition, physiology and psychology that will not only improve their ability in the pool but also outside. In regard to planning considerations for the year ahead my main focus will be improving the number of qualifiers the club has for national and regional events. To ensure this is achieved the club will enter a set number of events a year which include multiple competing opportunities for our novice swimmers to gain experience, open meets for swimmers to gain qualifying times which will be set out by the myself. Swimmers who have achieved qualifying for county/regionals/nationals will be expected to enter these. Swimmers will also have opportunity to compete in process meets to get an idea of current levels and ability.

**Charlie**

### **Appointment of Officers and Committee Members**

Chairman	Wolfgang Gower
Secretary	Jeanette Simpson
Treasurer	Tracey Shorthouse
President	Sue Steenhoff
Committee members	Kelly Widdop
	Liz Hobden
	Debs Barden
	Nick Shorthouse
	Kevin Symonds
	Vanessa Ring
	Caili Evershed
	Jon Dulieu
	Karen Crook
Welfare Officer	Jackie Baldwin-Charles

Meeting Closed 5:55pm