



Patrons: Sharron Davies MBE, Stephanie Millward MBE



Annual General Meeting of Team Bath AS

Date: Monday 26th November 2018

Venue: Lecture Room, Sports Training Village, University of Bath

Time: 6.30pm

Minutes

Apologies received from Sean O'Connor, Nat Gordon

Minutes from last AGM & SGM approved (proposed Martin Edmundson, seconder Jamie McNeil)

Chairman's Report:

Chairman's Report 2018

After losing our open meet license and enduring a year of significant financial turbulence in 2017, the last 12 months has seen a big change in the direction of travel for the club which is now firmly on the road to building things back up again.

I don't want to spend too much time on the financials (as it's not my job) but a very quick snapshot of what's happened since we were here last time. The underlying position at the start of the year was broadly the same as it had been for a number of years in that the income generated by the program was likely to be around £40k per annum short of what is needed to pay our bills.

As a priority this funding gap needed to be closed in a sustainable manner before we could fully focus on some of the other aspects of developing the program and crucially getting the performance side of things back to where it should be at a national level.

We got our license back, so with the significant help and dedication of our open meet committee along with a number of volunteers and officials we ran a number of successful open meets. This has made a big difference to our short term viability.

We disbanded the network to form a partnership with some of the clubs that have supported us and who want to continue to work with us for our mutual benefit. As a result of us no longer being controlled by the network we were able to become a stand-alone club and are now fully in control of our own destiny.

We were also able to join the Arena League to promote our program and to build our brand. The launch of our Academy this summer will hopefully over the coming months and years enable us to mirror what other similar programs do around the country which is not only to Pay our bills but to build and control our own performance pathway. The help that we will likely get from our partner clubs will only enhance this for swimmers in Bath and the surrounding area.

We had an initial target of getting 100 swimmers in to our Academy by the end of 2019. With the background work done by a number of the committee and the links that we have now developed with the University and Culverhay School (amongst others) we feel that we can easily exceed this target, so we are currently in the process of establishing whether we want to grow this to 150 or 200 within a similar timescale.

More of this shortly.

We continue to promote our very positive ongoing relationship with Bath University and we hope to now fully develop the pathway from their own learn to swim program through to our Academy, Transition and Performance squads with the aim of ultimately getting swimmers in to the Bath National Centre and for some in to their University squad.

On a slightly less positive note our pool subsidy from the University finished at the end of last season. This significant contribution from them was a great help at a time when the club needed it most and we'd like to pass on our huge thanks for it.

We're in a better place, subjectively some could argue we're in a good place. From a personal perspective we had a tough hill to climb and I think we're around a third of the way up. My reason for saying that and my perception of the road ahead could be broken down in to 3 segments.

First of all we had to work towards paying our bills, phase 2 we need to build a sustainable performance pathway that not only pays its bills, but has a sustainable committee and admin team. It also needs to have a sustainable throughput of swimmers at all age groups and ability levels. And finally, the program needs to perform at National and Junior European Level in line with other clubs around the country of a similar stature

Anything else is a bonus !!

So we can celebrate a bit of success and trust to luck that it all continues - or we can push on to phase 2.

Phase 2 will involve a lot more volunteer or paid input as this is undoubtedly needed to build us from the 65-ish swimmers we had last year to the 220 to 260 that we probably need to eventually get us to the top of the hill.

So how do we get them ?

Well we can continue to ask nicely,

We can also continue to get irritated that asking nicely doesn't work in the majority of cases.

Or we can give up on stages 2 and 3 and have a group hug every week.

No one on the committee moans about the significant amount of work that we do both as individuals and collectively to keep us on the straight and narrow and to move us forward. No one that I've met wants a medal for doing it.

The problem is there aren't enough of us to get stage 2 completed.

The man hours contributed free of charge throughout the year literally runs in to the thousands, this keeps the club going and saves tens of thousands of pounds that we haven't got if we needed to outsource even a small percentage of it.

It needs to change and it will change.

We're currently working on some ideas that we will introduce on how we aim attract more volunteers

This list is not exhaustive but every role needs filling. Some of the jobs are less clunky so two or three could be clustered together and covered by one person.

We will be pushing the club forward on to stage 2 - we have to.

So, if we don't fill these roles within the next few weeks we will implement plan B.

We will also be bringing in some changes to volunteering at open meets. We believe that this will be fair for all concerned - watch this space.

We have a couple of outgoing committee members, so I'd like to say a big thank you to Jamie McNeill for his tireless work over a number years and to Helen Ward for helping us out as Treasurer during the course of the last year.

Finally, can I thank the rest of the committee for all their hard work. We've got a number of people who work at a level where this would be considered a significant part time job and a few where it's even more than that.

As I said none of us want medal's we just need a few more to step up and help out.

Thank you, any questions

-there were no questions from the floor

Treasurer's Report Team Bath AS Swimming Club - Treasurer's report for the year ended 31/8/18

Income

Thank you to all the members who volunteered throughout the year with our four open meets. Without these meets and the volunteers who run them our financial position would be very different. I am pleased to report that the open meets gave the Club a net income of £26.3k, which has helped to ensure that our pool, land training and coaching fees were met in full.

Squad fees were all paid in full and gave a contribution to income of £74.3k. With the introduction of the Academy this figure will rise over the coming year as our membership grows. The introduction of the Xero system has made the invoicing process much simpler and the arrears more visible helping to keep the cashflow in order.

Fundraising – this is vital area of our income, we raised £2.7k.

Grants and Donations – we received a total of £2.4k.

Expenditure

We received a full year's reduction in pool hire and land training fees from the University for which we are very thankful. This reduction finished at the end of August.

We are very lucky to be able to engage with the excellent coaches that we currently have therefore these costs are vital to the Club to ensure that we can continue to contract high calibre coaches that are working to the same ethos of the Club. We are very grateful to have a number of volunteer coaches that support the main coaches and help keep the costs down. It is very important to develop willing and able coaching volunteers for the future as this will enable costs to be kept to a minimum.

Conclusion and Recommendations

The year end to 31st August 2018 was financially stable and we had a net contribution of £6.8k to take forward into the following year.

The year 2018-19 is now facing a larger financial challenge as we no longer have any financial assistance from the University and also face an increase in pool hire fees.

It is imperative that all Club members step up and get involved as much as they can. The consistent and sustained support of volunteers' time and skills is needed to ensure that the Club continues to be financially buoyant.

The change in constitution for the Club to be stand alone has allowed the Club to start to develop the academy section. This next year we should see a growth in this area which will bring new members and more income to help give us a good financial base. It has been great to see our squad swimmers getting involved with this as well.

Overall this past year has been successful and with the dedication of existing and new volunteers the Club will be able to cope with the new financial pressures and should prosper during 2018-19.

Accounts attached

Questions raised about loss of University Subsidy it was explained that the committee had tried repeatedly to renegotiate but that the time had regrettably come where the university had to end its financial support of £24K for the program.

Discussions about how many Academy swimmers would be needed to fill the gap from loss of university funding.

Head Coach's Report Presented :

(1) Brief outline of the year; We have come a long way over the past 12 months, starting the transition squad and academy squad. We still have a long way to go up the mountain, but we have made significant progress.

(2) Swimmers - Fantastic results and progress at regional & national level, qualifying numbers up. European Junior representation, Regional representation, swimmers on swim England programs & the ASE Program.

(3) Direction - Establishing our clubs culture & values, our vision and or goals. This takes time, but we have started on the path to being consistently successful.

(4) Coaching - Mike taking additional time to lead the S&C program, Liam Wilcox - development coach for academy swimming, Additional coaches assisting across the program, completed my senior coach certificate.

(5) We continue to focus on the big picture and working together.

There were no questions from the floor

Election of Officers

All nominated positions were elected and the committee members confirmed.

Post	Confirmed Nominations	Notes
Chairperson	Sean O'Connor	
Treasurer	Nicki Hammond	
Secretary	Sue Criddle	Until replacement found
Welfare Officer	Jim Durrant	
Open Meet Secretary	Nick Bown	
Communications Manager	Karen Saunders	
Membership Secretary	Suzanne Prichard	
Fund Raising Manager		Dave Crawford-late nomination
Swim Mark Coordinator	Kate Watts	
Workforce Development	Karen Bowen	Until replacement found
Competition Secretary	Sally Fowler	

Partnerships Update

SC explained the end of the Network and that a number of local Clubs had now signed up to ongoing Partnership agreements with TBAS - these are Corsham, Bradford on Avon, Trowbridge, Norton Radstock & Frome.

Plans to run a Development Meet for Academy Swimmers lead by Trowbridge.

SC explained that our SW Regional representative Yvonne Stead is about to leave post and has not been replaced as yet – which leaves a void in our Club support.

Volunteer Update

SC/HW elaborated on the Chairman's Report explaining the need for more volunteers to help run the Club.

A list of 30 jobs were presented and all parents/guardians of swimmers were requested to sign up to these up by the deadline of 7 December 2018.

SC explained that if not enough new volunteers sign up more help will have to be bought in from elsewhere for the essential running and development of the Club. Things cannot continue as they are with the increase in swimmers and the Club's development plan underway. The Committee has agreed to introduce a new scheme where non volunteering parents would have to help fund the additional help required. The committee will be finalising the mechanics of this system.

KB thanked the excellent volunteer help received for the Overseas Camp and also credited new parents who had started volunteering for the Club.

The committee and floor thanked outgoing committee members Jamie McNeil and Helen Ward for their contribution to the Club and a presentation was made.

Volunteer Jobs We have identified over 30 roles that need to be filled

- Academy Session Reps
- Academy Help Point
- Academy Taster Day Coordinator
- Facilities Booking Coordinator
- Finance Assistants
- Facilities Booking Coordinator
- Training Officer
- Funding Administrator
- Young Volunteers Coordinator
- Recognition of Volunteers
- Events Coordinator
- Camp or Away meet organiser
- Team Manager Presenter
- Fund raising assistants
- Arena League Coordinator
- Webmaster
- Teachers/coaches
- Deputy Club Secretary
- Deputy Open Meet Manager

- Volunteer Coordinator
- Officials Coordinator
- Officials Mentor
- Officials Catering
- Social Secretary
- Open Meet Pool Booker
- Trainee Announcers
- Graphic Designer
- Membership Form Administrator – Performance
- Membership Form Administrator – Academy
- Sponsorship Assistant
- Club Kit Coordinator
- Health and Safety officer
- Officials

Details of the jobs will be attached to the minutes.

Meeting closed at 19.25.