

Hatfield Swimming Club 2023 AGM

Attendees

Alan Ives, Alkis Elias, Amanda Baskerville, Amy Bryant, Andy Davison, Anna Belsey, Ben Davison, Bili Keogh, Camille Vannier, Chris Dunn, Clive Pritchard, Daniel Belsey, Daniel Fogg, Damien George, Graeme Riley, Helen Riley, Jana Williams, Jeannine Blight, Jess Woodward, Justine Clarke, Kate Beverstock, Lisa Matthews, Louise Robson, Lucas Hartley, Mun-Li Boswell, Oliver Blight, Olivia Riley, Rich Belsey, Robyn Hartley, Sean Keogh, Shaun Barrows, Valérie Vannier

Attendees As;

Interim Chair Ann Quinn
Interim Vice Chair Duncan Hartley
Interim Club Secretary Siân Keogh
Finance Manager Janice Bridgeland
Meets Co-ordinator Jean-Baptiste Vannier
Membership Secretary James Williams
Officials Co-ordinator Clare Davison
Outreach Co-ordinator Becky Hartley
Welfare Officer Tulay Norton

Apologies for Absence

HSC President Craig Hunter
HSC SwimMark Co-ordinator Glenn Jordan

The meeting started on schedule at 7:30pm in the Player's Lounge, HSV on 27th March 2023.

Ann Quinn opened the meeting by welcoming everyone, running through the H&S information of the building including the muster point should an evacuation of the building be needed, she then invited those that had not already to sign in the registration sheet.

Ann Quinn then invited Daniel Fogg, head coach to read his report.

Report from the Head Coach

Daniel Fogg read his report (a copy of which follows at the end of this document). He then took any questions. Mainly what was the plan to retain older (18-24 yr old) performance swimmers? Daniel Fogg explained that he had written specific sets for certain swimmers who had different goals and targets to the remaining squad, he gave the example of James Woodward who had forfeited British Nationals last summer in favour of international meets later in the season. He explained his plan was to meet with all the swimmers in his squad at the beginning of next season specifically to set personal targets and goals. A question was also raised wrt coaching, coaches training and what the plan was to replace Pippa, junior coach, it was explained that Daniel would be actively interviewing with a goal of replacing Pippa within the next 5 weeks before Pippa leaves.

In the absence of a treasurer Ann Quinn then read out the financial report (prepared for the club by Graeme Riley, the club's penultimate treasurer [who had agreed to stand again] working closely with Janice Bridgeland) it was explained to those present that Graeme had kindly prepared the Club's statutory accounts that were circulated prior to the meeting. Attached to the end of this document.

Financial Report

Finance report for the year ended 31 December 2022

The year has been a difficult one for the club; at the outset the club had £55k at the bank, but finished the year with less than £19k, of which some £6k was ring-fenced for payment to SwimHerts for the 2023 County Championship. A further £9k was also ring-fenced to cover Swim England membership fees, leaving only ca £4k of freely available cash.

This decrease in cash was largely caused by an increase in coaches' costs and pool hire, both of which increased by 30% as the squads completed a full 12 months' training cycle in 2022 compared to 2021 when lockdown had forced the closure of the pools until April 2021. Adjusting for this distortion, coaches' costs would have marginally increased during 2022, with pool time and costs having been slightly reduced on account of the cancellation of morning training on two days at HSC.

Offsetting this to some extent was the increase in fees, again because 2022 represented a full 12 month cycle of training compared to 2021 which had only 8 months. The result was therefore a 40% increase in membership income, albeit down by about £7k on a like-for-like basis adjusting for the different number of months in each year. The income was boosted by the crowdfunding exercise undertaken in the final quarter of the year which boosted reserves by some £4k.

Furthermore, the club was able to run 4 open meets during 2022 compared to 2 in the latter part of 2021, hence the income from these events has greatly aided the financial position at the end of the year to the tune of £16k additional profit and cash.

The outlook remains difficult to predict, however the club is in the process of applying for grants and raising funds through several other channels and these, together with generosity of members in fundraising and other voluntary donations should help the club to get back on an even keel in 2023.

The Interim Chair then opened the floor for any financial questions that were directed at Graeme Riley. There were a couple of questions wrt the building back of reserves. Graeme explained that as a not-for-profit organisation the goal should always be to trade at breakeven and not necessarily to make a "profit" but that due to recent events there was a necessity to build back reserves, he then went on to say that the weekends meet had appeared to have been very successful and although nothing was concrete he didn't foresee any major operational consequences in the immediate future.

Ann Quin then went on to read her report.

Report from the Chair

As I have only held the position of chair for less than six months of 2022, I have left the successes of our swimmers to the Head Coach. I will focus on thanking those volunteers that have helped the Club over the last twelve months and outline the future of the Club.

2022 and going into 2023 have been very challenging for all at the Club. I have been involved with Hatfield Swimming Club for over 22 years and these last twelve months have been the most difficult to my knowledge within the Club's history. My thanks go firstly to the existing committee members — it has not been easy, but everyone has worked together to ensure the survival of the Club. Several changes within the committee, for personal reasons, have meant replacements have had to be found for key positions at short notice. My thanks go to Siân and Duncan who have stepped into the secretary and vice chair positions at a time when the Club was facing imminent closure. The very important role of Treasurer was being carried out by Poornima until the end of the year at which point Graeme kindly stepped in to finalise the year end accounts and has agreed to stand for the position of Club's Treasurer for the forthcoming year.

Before Poornima stood down, she had guided the Club through the process to apply for Charity status which has been successful, but we still have a lot of work to do before we can complete the move over from a limited company to a Charitable Incorporated Organisation (CIO). This is something the new committee will be focusing on over the coming months.

Apart from looking at the Club's finances in close detail all the committee have been ensuring that the Club continues to be recognised as a Swim Mark Club. Following this AGM, the final parts that are required for the triannual renewal, due in April, will be submitted. My thanks go to Glenn who has guided everyone through the process so the Club can once again achieve Swim Mark accreditation.

Even though 2022 saw the Club back to a full year's training and competing, considerable strain was put on our finances with increased coaching and pool hire costs. For the Club to survive the committee had to make some very difficult decisions. It was with regret we had to terminate early the Head Coach's contract, this was purely a financial and survival decision. The committee then offered Daniel the position of Head Coach which he accepted. I look forward to working with Daniel to see the Club once again being both successful in the pool and stable financially. My thanks go to all our coaching team for supporting our swimmers over this past year.

As I said above, 2022 saw our swimmers back to full competitions including our own Open Meets. My thanks go to JB, Jeannine, James, Glenn, Valerie, and Federica who ensure our meets run smoothly despite being put under pressure from me as referee!

Our meets need officials, and my thanks go to Clare who ensures we have enough volunteers in white for all the sessions. Thank you, Clare and the many Hatfield officials who give up their weekends to support the Club. Our open meets provide essential funds to help cover the rising costs of pool hire. If you would be interested in joining us on poolside rather than sitting in a hot balcony, I am sure Clare would be very happy to talk to you.

My thanks also go to Annette who organises the army of volunteers needed to run our open meets. From manning the medal table to bringing much needed drinks to those on poolside. I must give a special thank you to Louise for organising the food with her many helpers for all the officials, coaching staff, and volunteers. Thank you ladies — you all do a great job.

The welfare of all our swimmers is something the committee take very seriously. My thanks go to Tulay for continuing to ensure our swimmers concerns are dealt with quickly and professionally. And welcome Baz as our new male welfare officer.

Now I will talk about our finances. Graeme has kindly prepared the official accounts for 2022 and, as he stated, you can see the Club made a loss which has consumed our reserves. I trust your questions have been explained satisfactorily. My thanks go to the finance team of Poornima, Janice and Daniel who throughout 2022 advised the Club on its financial status. Dealing with the Club's finances is a big task but hopefully going forward under Graeme's direction the Club will start to build its reserves again.

Due to the ever-rising costs, fundraising has become an important role in all swimming Clubs across the country. With rising pool hire charges and the cost of living, not all families can support paying the increased squad fees so fundraising is becoming a key to the Club's survival and to retaining all potential swimmers. My thanks go to Becky, who over the last few months has help raise several thousands of pounds for the Club. Hopefully you will all continue to support Becky and the Club in any future fundraising events.

Finally, I must say a big thank you to our President Craig Hunter, who as some of you will know is chairperson of the World Aquatics (the new name of FINA) Technical Committee. Despite Craig not being seen often at our Open Meets he is always available to pass on any advice and give his support to the Club. The Club should feel honoured — I know I am — that he continues to be our President.

In conclusion, I would like to express my personal thanks to all the existing committee members this year that have worked with me as a team, our President Craig Hunter and I would like it to go on record my thanks to The Hatfield Swim Centre and Hertfordshire Sports Village for their continued support of the Club. I would like to welcome all the new members to the committee — we all have a lot of hard work to do over the next twelve months and I look forward to working with you all.

I will announce the full committee after I have read out the Presidents report.

As always, if I have missed anyone, please accept my sincere apologies. Hatfield Swimming Club is run by volunteers who have a passion for swimming. The Club is always looking for new volunteers to fill certain roles to help alongside the committee. We have decided to hold an informal meeting where, if you feel you have some skill that would help the Club, to come along, have a drink and talk to current members of the committee. Please come along, even if you feel you do not have a specific skill but just want to help in any way you can. All are welcome! Watch out for the date and time of this meeting which we hope to hold in the next few weeks.

Thank you.

In the Absence of the president, Craig Hunter Ann Quinn then went on to read his report.

Report from the President

Good evening and thank you for your attendance this evening at this important Hatfield swimming club AGM.

I'm sorry that I cannot join you to show my support for the club and the committee but due to my international swimming commitments I am working overseas in preparation for the World Championships later this year. I follow the fortunes of the club as much as possible and continue to be very proud of my role as President.

The last year has been a bit of a roller-coaster for everyone. Continued successes in the pool across our range of sports which is what we are all about, but also some significant financial and operational challenges.

Please be aware that we are not alone in facing these difficulties; I am regularly talking to colleagues in Europe and around the world where pool hire costs continue to rise to almost exorbitant levels, and where swimming pools are closing permanently as they are now longer economically viable and sustainable.

We must all pull together for the future of our club, and for the competitive members who work so hard to reach their goals, whatever they may be.

It's easy to sit on the side-lines but now, more than ever, we need everyone to get involved by helping the committee, helping with fundraising efforts, volunteering, and most importantly supporting the coaching team.

Many thanks for the past committee members who gave their services so willingly, and to those who are now taking up the reins of leadership. The roles can be difficult at times but they are also very rewarding in the knowledge that you are making a difference and contributing to the future success of our great swimming club.

I hope the meeting this evening is productive as we look forward, and very best wishes for a successful year ahead in and out of the pool!

Ann Quinn then went on to read out the new committee members

Committee Members / Officers Voted in

Chair Ann Quinn
Vice Chair Duncan Hartley
Club Secretary Siân Keogh
Treasurer Graeme Riley
Finance Manager Janice Bridgeland
Meets Co-ordinator Jean Baptiste Vannier
Membership Secretary James Williams
Officials Co-ordinator Clare Davison
Outreach Co-ordinator Becky Hartley
SwimMark Co-ordinator Amanda Baskerville
Trips and away meets co-ordinator Jeannine Blight
Female Welfare Officer Tulay Norton
Male Welfare Officer Baz Barrows
Committee member Damian George
Committee member Alan Ives

Ann Quinn then went on to close the meeting and offer her thanks to Pippa Shuttleworth.

Before I close this meeting, I have one further announcement to make. As some of you may be aware, our coach Pippa has decided to retire from coaching and take up a new profession. Pippa will be leaving us at the beginning of May. I have known Pippa for many years, coming to the Club as a swimmer and then when she retired from swimming, taking on the role of a coach. The committee would like to take this opportunity to put on record their heartfelt thanks for all that Pippa had done for the Club and our swimmers. Pippa will be greatly missed by all. Daniel is actively looking for a replacement coach who hopefully will be able to fill the gap left by Pippa. I wish you well Pippa in your new chosen career.

Thank you all for attending tonight and showing your continued support for Hatfield Swimming Club.



AGM 2023

Head Coach Report

2022-2023



Overview

2022-2023 has been up and down for the club but still with many fantastic achievements to shout about both domestically and internationally.

Hatfield remains to be at the fore of County and Regional events as well as having a strong showing at British and English National meets, punching above our small membership status in terms of performance.

We have a growing professional coaching team, motivating, inspiring and leading the club forward.

Membership is again on the rise with the partnership agreements now in place which will lead to a longer term improvement in performance.



Performance highlights— Summer 2022

- Louise Fiddes, BRONZE medallist Commonwealth Games 2022 200m Freestyle.
- 8 swimmers at British Summer Champs, 19 swims, 7 finalists, 2 medals (Gold/ Bronze).
- 10 swimmers at English Summer meet, 16 swims.
- 2 swimmers at British Open Water Championships.
- James Woodward racing Mare Nostrum series as well as other international meets.
- Peanuts and Herts Major League Champions 2022.



Performance highlights— 2023

- 35 swimmers at East Region Winter short course champs.
 - Louise Fiddes, 3 podium finishes at Winter British Para champs.
- 8 swimmers at Winter short course champs, 20 swims, 7 finals, 1 medal (Silver).
- County Champs 2023, 70 individual swimmers, 309 medals (141 Gold, 102 Silver, 66 Bronze), 19 County age group records broken, TOP CLUB.
- Louise Fiddes, Silver 100m butterfly British Para champs 2023, qualification for World Champs TBA.
 - 4 swimmers selected for SE Regional development programme.
- 3 swimmers selected for SE National Age Group programme.
 - 2 swimmers selected for SE DiSE programme.

Coaching

- New Head Coach March 2023. Daniel Fogg, L3 Senior coach, British Swimming open water, distance initiative and Junior squad 2022 coach.
- Jack Donoghue, Assistant Head Coach, L3 Senior coach, L2 strength and conditioning.
 - Clive Pritchard, L2 coach, Trident squad lead.
 - Mark Fincham, L2 coach, Dove squad lead.
 - Ben Davison, L2 teacher, Dove squad assistant.
- Becky Hartley, L2 coach (in progress), Dragon squad assistant.
 - Anna Belsey, L1 coach, Hornet assistant.
- Searching for Age Group Development lead coach.
 - 3-4 poolside helpers.



Coaching

- Vision to recruit and develop our coaches and helpers.
- Personal development plans, mentoring on and off poolside, club visits, CPD opportunities, regular coaches meetings.
- DofE for junior swimmers assisting with Dove squad.
- Coaching internship programme for swimmers with qualifications.
- Coaching philosophy aligned throughout club.



Squads and structure

- Squad structure remains unchanged., for now.
- Entry into various squads has been relaxed due to Covid (loss of members, reduced training time, reduced competition) in order to allow swimmers time to 'catch up'.
- Coaches are looking at various characteristics such as attendance, attitude, coachability, skill progression, independence as well as performance in order to subjectively decide squad moves.
- Entry policies into squads will not be set in stone but coaches will be able to justify all squad placements.
 - Squad moves after Summer meets qualifying window has closed (mid-May).



Squads and structure

- We will look to enrich programme as much as possible across all squads. Use of underwater camera, iPad, heart rate monitors. Encourage attendance in all squads!
- Strength and conditioning with Performance Herts for Vampire+, Vampire and VaMos and selected older Dragon swimmers.
- Strength and conditioning for Mosquito, Dragon and Venom with coaches targeted at mobility, core and strength development.
- Align squad goals with British Swimming's OADF (Optimal Athlete Development Framework).
- Education where possible with nutrition, sports psychology and performance lifestyle support.
- Added Masters fitness, Junior masters squads.



Partnerships

- Working in partnership with Hertfordshire Sports Village learn to swim programme.
- Swimmers invited to open evenings with our squads with view to increase our membership and performance in both the short and long term.
- Main aim is to give 7-9 year olds a pathway into a competitive swimming club.
- Also working with their 'club foundation' squad to give opportunity for older swimmers to join Hornet and Dragon squads.
 - School visits targeted at 7-9 year olds.
- Aim to work with GLL and local learn to swim programmes.



Camps

- Golden Bear meet June 2022, Zagreb, Croatia. Great international long course racing experience. Looking to replicate again this season.
- Summer 2022 pre-season training camp for 20+ swimmers in Rijeka, Croatia.
- Looking towards camps next season October/ February half term. Larger attendance, performance based.
 - No summer pre-season camp this year.
- More club team building/ squad team building activities and days out. Presentation night, picnic in the park etc.



Clinics

- January 2023 pre-Counties clinic focussed on freestyle and backstroke starts and turns. Coaches and swimmers helping/ demonstrating. Great success and something to build on. 40+ external and internal swimmers attended.
- Looking at arranging next clinic focussing on breaststroke (technique, starts, underwater, turns). Will likely be May/ June.
- Will aim to utilise endless pool again at local school.



Internal meets

- Club champs L4.
- Autumn Regional Qualifier L3.
 - County Qualifier L3.
- Spring Regional Qualifier L3.
 - Summer Meet L2.
- Refresh/ change of race scheduling.
- Introducing skins finals with prize giveaways.
- Introducing distance events in partnership with local clubs.
- Improve relationships with locals clubs to attract to our meets.
- Enriching meets with raffles, auction, photography to build cash reserves.



Future vision

- Set culture of the club. Fun learning, continual development, inspiring and supportive.
- Athlete centred, coach led, performance based.
- We want to provide the best environment for athletes to continually improve on their swimming journey. From entry level to Olympic Champion!
- Aim to work with Hertfordshire University to expand into a Senior programme.
- Increase number of swimmers qualifying, reaching finals and winning medals at British Summer Nationals and English Summer meet.
- Make the club attractive! Social media presence!



Future vision

- Network with local clubs to improve relationships, supporting galas, coach education, linked training sessions etc.
- We need more volunteers getting involved with the club. Team managers, poolside helpers, officials, home gala help, committee etc.
- Utilise the Herts University sports physio clinic which we receive discount for.
 - Parent education.
- Training and long term development focussed. Process goals, not outcome goals. Encourage attendance!
- Increase membership through continued partnership with HSV and exploring GLL and other local providers.



Thank you

- Thank you to the coaches, an excellent team. As well as our professional, supportive helpers. You all contribute towards our success!
- Thank you to the committee for all the hard work on our governance and structure behind the scenes.
- Thank you to our army of volunteers of whom without, we would simply not be able to run the club.

Company Registration No. 03588811 (England and Wales)

HATFIELD SWIM CLUB LIMITED

MICRO-ENTITY ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

Draft - Confidential

HATFIELD SWIM CLUB LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2022

	2022	2021
	£	£
Current Assets	19,074	65,075
Prepayments and accrued income	-	7,890
Creditors: amounts falling due within one year	(5,694)	(15,884)
Net current assets	<u>13,380</u>	<u>57,081</u>
Total assets less current liabilities	<u>13,380</u>	<u>57,081</u>
Accruals and deferred income	(2,500)	(906)
Total net assets	<u>10,880</u>	<u>56,175</u>
Reserves	<u>10,880</u>	<u>56,175</u>

For the financial year ended 31 December 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of the accounts.

These accounts have been prepared in accordance with the micro-entity provisions and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on

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Ann Quinn

Director

Company Registration No. 03588811

HATFIELD SWIM CLUB LIMITED

LIMITED BY GUARANTEE

NOTES TO THE MICRO ENTITY ACCOUNTS FOR THE PERIOD ENDED 31 DECEMBER 2022

1. Employees

	2022	2021
	£	£
Average number of employees during the period	<u>0</u>	<u>0</u>

Draft - Confidential