



Minutes of GCSC Ltd Annual General Meeting

Held at GL1 26th June 2015 5.00-6.30pm

Present / Apologies: Refer to attached list

Tellers: Lisa Thomas, Kerri Green, Helen Hewson-Barselotti

1 Chair's Report

Richard thanked Bea for all her support, most recently as Chair.

Having only been in the role for 9 weeks, Richard said it had been challenging but confirmed that his goal was to be a figurehead and be upbeat, but had some concerns to highlight.

There have been some negative comments about coaching and we need to find the positives. The club is run by the members, not the ASA and needs to be a friendly and safe place. Without volunteers, there is no club. The September and October Open Meets are currently on-hold due to lack of volunteers. There are very strict licensing conditions (re staffing) and the financial impact of not holding open meets is significant on fees. May need to break-down roles into smaller activities and happy for some to be non-committee. Ideally want to make parent / coach meetings more regular but recent SSK was only attended by 12/80.

It was a difficult decision to take on the role mid-term, but need the club to thrive. Hopeful to change and be the envy of others. If everyone pulls together, we'll be successful.

2 Head Coach's Report

We are a club that serves the community, from young to international swimmers. Trying to increase publicity, but struggling relationship with media. Developing relationship with Hartpury and Uni, including career opportunities.

We have solid management in place and Swim21 accreditation. A good team of coaches and volunteers to deliver the programme. Financially stable, but reliant on open meets. We can't operate a swim school, but take from young age, whether competitive or social, county, regional, home nations, GB trials. Multiple success including records, but that's only part. We have some unique features including a large disability squad and ground-breaking relationships with education establishments, i.e. Hartpury national pentathlon podium. The club goes from strength to strength – an environment for swimmer growth.

It's been 10 years since performance coaching under Graham. There's lots of work to keep going and improve. Coaching is a profession. The club is now a limited company, more formal with service contracts and a stricter relationship with GL1. Can be political with lots of meetings. We've had several chairs since the last AGM, but the committee have put in many hours to maintain and develop the club.



Thanks especially to James and Daisy and all the coaching teams / volunteers. Thanks to Paul and Sarah for stepping up and Sue for ongoing support of open meets.

Looking at a restructure for next season to enhance the environment with a focus on the correct hours, including more emphasis on land training. Need to flex with demographics and changes in sport science. We've lost some swimmers, but continue to develop the next, including working with network clubs. Swimmers are the priority, regardless of the badge they wear. Didn't expect to achieve so much with the gap in seniors, but really good performance at Regionals and some elsewhere, although slightly reduced numbers at nationals.

Please offer to help and spread the load. Thanks to all who already do. Apologies to anyone not personally thanked, but specific mention to Clair Naylor and Bernice Michaels who have continued long after their swimmers have left. A bouquet of flowers were provided for each.

3 Treasurer's Report

Since the club is now a limited company, the presentation of accounts is slightly different.

Fees income down (approx. £7k) due to mix and less seniors, so only covering approximately 75% of costs i.e. pool hire and approx. 20% comes from open meets. Therefore require remedial actions to increase income / reduce cost, including limiting coaching expenses, pooltime adjustments / cancellation during lower attendance, reduction in lane hire etc to get us back even. SSK1/2 combined, change in Uni hours, membership at capacity.

Overall the budget was exceeded due to exceptional successful open meets. As a CASC registered club, we have a tax-free external income limit of £50k, just exceeded that, so some liability.

The budget for next year is set to break-even. Fees are expected to be lower due to squad mix, but includes ambitious sponsorship target and grants from Active Gloucestershire and Sport England. Open Meet income set to match this year (note reliance on setting up a team). Coaching cost in-line with budget. Depreciation is the Twyver LT equipment.

The accounts summary is available on the website.

A show of hands from the membership present confirmed approval of the presented accounts, with no-one against.

4 Questions

- 1) Concern over late arrivals.
 - a. Guidelines on the website and swimmer agreements are to arrive 5 minutes before training. In the event of late arrival it expected that the parent / guardian (if they have brought the swimmer) or the swimmer themselves explain to the coach. Several swimmers seem to be arriving in plenty of time, but taking a long time in the changing room and thus missing warm-up. If a swimmer is regularly



late, this will be discussed with the parent/ guardian to address.

2) Twyver closed session.

- a. Originally set by the club, to minimise congestion during land training. However, following regional welfare advice, GL1 confirmed that the Twyver pool was never intended to have spectators and therefore should be closed for every session including mornings. Noted that all decisions are made for the overall benefit of the swimmers.

Whilst reviewing the new proposed timetable, we will ensure that each squad has at least one session in Barton.

3) Session swaps

- a. There are many requests to swap sessions. There are identified criteria and a form to be authorised by the head coach. However, we try to be flexible as far as possible.

4) Club 6

- a. This squad is intended for those swimmers who prefer a less competitive / more social programme. There is potential for a grant to help develop the squad, but does also require commitment over attendance and feedback from the swimmers.

5) Individually funded sessions outside club training

- a. All training is a partnership, between swimmer/parent/coach. Programme is designed to maximise potential in-line-with the Long Term Athlete Development pathway. Swimskills focus on technique, TTC focus on aerobic conditioning and endurance, including high volume. Low intensity distance work. There are less, but targeted competitions. Swimmers have to commit to the full programme (very few have 100% attendance). Coaches are happy to support additional training, providing it doesn't compromise the overall programme.

5 Election of Committee

37 people attended in person and 7 people voted by proxy in advance, representing just over 20% of the eligible voting membership. The result of the vote returned all the uncontested roles by a majority, but the Membership Secretary was a split vote.

Therefore the Committee for 2016/2017, elected at the AGM is as follows

Chair	Richard Davies
Vice Chair	Vic Blakelock
Treasurer	Flavia Jones
Secretary	Gavin Phillips
Workforce Co-ordinator	Clair Bulpin
Competitions Secretary	Sarah Fielder



The role of Membership Secretary will be determined by a subsequent vote at a SGM.

Post Meeting Clarification: Having reviewed the Constitution, the Chair has casting vote and therefore Andrea Lloyd will take the position of Membership Secretary

The role of Open Meet Promoter had no nominations and remains vacant.

The other roles (Communications Officer, Fundraising Officer, Lead Team Manager and Social Secretary) were agreed to become non-committee roles at the June Committee meeting and will therefore be filled, if a willing volunteer steps forward, without requiring a vote.

6 Review of Directors

A show of hands from the membership present confirmed approval that Gavin Phillips and Flavia Jones remain as directors and Richard Davies will replace Bea Hatton.

7 Closing Remarks

Richard closed the meeting by thanking everyone for their support and hopes for a successful season ahead.



Attendees:

Mr Daniel Bennett
Mrs Emma Blakelock
Mr Victor Blakelock
Mrs Alexis Bright
Mrs Christine Brookes
Mr Robert Brooks
Miss Jennifer Burton
Mrs Evrim Ciftci
Mrs Gemma Clune
Miss Amanda Cook
Mr Steve Cook
Mr Ian Darlow
Mr Richard Davies
Mrs Claire Dewick
Mr Brian Dickson
Mr Timothy Door
Mr Paul Fielder
Mrs Kerri Green
Mr Christopher Habben
Miss Sophie Hall
Mrs Jyotika Harding
Mrs Sarah Hay
Mrs Helen Hewson-Barsellotti
Miss Glenda Hill
Mrs Flavia Jones
Mrs Ann-Marie Karadia
Mrs Louise Lewis
Mrs Andrea Lloyd
Mr Stephen Lloyd
Mr Andrew Osborne
Mr Mark Perkins
Mr Gavin Phillips
Mrs Lorraine Powles
Mrs Deborah Ssenabulya
Mrs Lisa Thomas
Mrs Nicola Vaughan
Mrs Jane Wood

Apologies / Proxy Vote (p):

Mrs Carolyn Bisset
Mrs Carry Cole (p)
Mrs Sarah Fielder
Mr Richard Giles
Mr Duncan Hepburn
Ms Sue Parker (p)
Mrs Amanda Perks (p)
Mrs Hazel Phillips (p)
Miss Sallie Phillips (p)
Mrs Emily Starkey (p)
Mrs Nikki Webb (p)