



Gloucester City Swimming Club Limited

Minutes of GCSC Committee Meeting at GL1 16th September 2015 from 6.30-8.30pm

Present: Jenny, Emma*, Sue, Carolyn, Flavia, Rich, Mark, Bea*, Gavin (late), Vic*

Apologies: Andy, Bernice

1. Review of Previous Minutes

The July minutes and July (post-SGM) minutes were approved for publication.

2. Club Captains

Those with a personal interest* in the applicants left the room, whilst the submitted bios were reviewed.

All applicants were agreed suitable and will be invited to a meeting, to further explore their skills and confirm shortlist for voting. The meeting will be with Andy, Gavin and Flavia. Applicants to be invited [**Gavin**]

Only a single candidate applied for female senior captain, so vote will be unnecessary. There were no applicants for male senior, so a further call will be made with a revised deadline of Tuesday.

3. Chairman's Summary

Policies / Behaviour

The ASA regional welfare officer has recommended a review and update of our communication and behaviour policies. A consolidated rewrite will be proposed for the next meeting [**Bea**]

Behaviour contracts used for TTC squads can be adapted for Swim Skills, including details of criteria for squad moves [**James**]



Session Changes

A proposal was made to combine TTC19 land training at Athlete Academy, with TTC15s, to spread capacity. Agreed, providing no impact on cost. Also reinforce coaches authority to turn swimmers away who turn up to incorrect sessions.

Christmas Training

Coaches have proposed a timetable, which was discussed. There was concern that insufficient swimmers would be available on 27th Dec to run a Gala. Need to confirm GL1 opening times and survey who will be around. Other options for Gala suggested 6-Dec or 3-Jan. There was also a cost concern over land training, so suggested other self-managed options, using recently acquired equipment or running. To be discussed with coaches again.

4. Coaches Report

Coaches Report is attached. There were no queries.

5. Membership

8 swimmers left in August (inc Uni) (-£456/m) and 3 in September (-£181/m). There have been 12 trials so far, 8 confirmed starting (+£361/m) and 3 offers. A monthly update will be circulated to Coaches and Treasurer in advance of meetings [**Mark**]

There are now 11 Hartpury swimmers. Glos Uni want to reduce by 2 weeks to 24. Some squads are struggling for capacity, some have large gaps. Potential options for merging or swapping some squad training were discussed, aiming to optimise occupancy at 8 per lane. Coaches keen to keep a differential, but to consider options to minimise costs [**Andy**]

Requirement for boarders (i.e. Kelly) to join Arena League is impractical due to swimmers other commitments. Since capacity is never guaranteed, agreed unfair to charge retainer. Therefore agreed to charge per hour, if space available in an appropriate squad. £7/hr during 6 weeks holiday provides approximately same income as £25/month. Also better for swimmer to have ranked ASA membership with primary club (school) and dual register with GCSC for nominal annual fee. Agreed to refund any annual membership and September fee already received. Revised letter to be sent [**Bea**] and policy updated [**Gavin**]



6. Financial Summary

Based on the original September squad list, income to date is approximately £3k short of budget. However a new list was provided with some additions. A revised budget is to be proposed at next meeting based on real occupancy (gaps mostly in SSK) [Flavia]. Also consider stopping morning pool hire at 7.30am as most have left by then.

Desperately need a fundraising focal.

Camp is not fully funded, compared to the budget expectation of cost neutral.

GCASA County grant of up to £950 available. Criteria are specific, beyond 'normal' costs. To be discussed at next meeting [Flavia]

7. Camp 2015

Camp underfunded by approximately £3.5k, largely due to less swimmers going. Potential sponsorship includes hoodies, logbooks bus and taxi.

Camp conditions state fundraising to be shared equally between those that made significant contribution, but camp to run at no cost to club. Some swimmers have chosen not to be part of fundraising, so unfair to use fundraising to offset loss. Action to be agreed at next meeting.

8. Welfare

Jennie has resigned her position, so whilst we look for a new volunteer, Marion Britton (SW Regional Welfare Officer) will cover the role. Marion is already supporting some existing issues.

Vic will continue to support DBS checks in the meantime.

9. Workforce

September Sprint Meet is covered. Looking for volunteers for October L2.

Need to find support to cover Fundraising (inc. Bonus Ball), Trophy/Medals, 4-Seasons, Social

Jacky Dickson has launched this year's Young Volunteers programme. Bea is supporting County YV.



10. Competitions

All arrangements in place for Sprint Meet.

County entries this year must be from rankings, based on licensed events, so no time trials / Club Championships times (unless run with L4 license).

Still concerns about made-up times being used to enter. All entries for meets must be approved by Coaches, before being handed to Bernice.

Fairness of admin fee questioned, with a counter proposal for a fee per race to cover the costs of coach pass and relay entries.

Relay selection policy is published on website, confirming that selection is by agreement of Coach and Team Manager.

11. Fundraising

Beetroot company are interested in supporting but need a proposal for what they could cover, i.e. T-shirt, drinks etc.

12. Volunteer of the Month

Ally Johnson, for pulling together the Presentation Evening

Next Meeting: Calendar to be circulated with alternating Mon/Tue/Wed/Thu [**Vic**]