

Present: Marianne Bailey, Louise Churchill, Wendy Cox, Craig Ferguson, Sally Ferguson, Mark Goggins, Ed Hogan, Ella Hogan, Joanne Kennedy, Jonathan Kennedy, Duncan Loraine, Tony Nicholls, Dave Palmer (Chair), Justin Ratcliffe, Natalie Ray, Phil Ray, Carmen Wardle Grifoll, Jon Wardle Grifoll, Steve Watson.

Apologies: Viv Hewitt, Kerry Jones, Dulcie Karandi, Lucy Schofield

Minutes from Last meeting

No matters arising from the Minutes of the last AGM held on 2nd November 2020.

New Business

2.1 Chair Report

DP surmised his Chair report, included here:

This year the club has seen us successfully continuing to support our swimmers in the pools while COVID 19 controls needed to be implemented on all aspects of our club and its officers, coaches, volunteers, swimmers and their families and these lasted until July. Thankfully, after that, the government relaxed the controls and we are now able to train with a fair semblance of normality, however, some issues are still in place and will be for some time in order that we ensure that we minimise the risks that persist from the pandemic.

Duncan, our Head Coach, has carried on delivering an excellent training curriculum throughout the pandemic by continuing with the controls the club last year implemented to ensure that the swimmers can be trained under the guidelines issued by Swim England. This regime lasted up until July 21 and after that some of the controls were relaxed in accordance with UK Government and updated guidelines from Swim England. Throughout the year our policies have continued to ensure the safety of swimmers, coaches and poolside helpers, adapting to the changes and ensuring that we operate within the guidelines of our insurance. In this, there is a significant body of work that goes on every week behind the scenes and this has been delivered by Duncan, Rob, the committee and all the other coaches and poolside helpers.

The management of the swimming club always involves day-to-day activities that are carried out by not only the committee but a willing band of volunteers that undertake the running of the club and allow us to deliver the swimming for the athletes.

These involve:

- Keeping updated Welfare and safeguarding policies to maintain alignment with Swim England regulations
- Maintaining Swim Club Manager, our on-line database and website – and comply with GDPR
- Coaching and poolside rotas and planning
- Club shop
- Event and gala support – including Team Managers
- Publication of gala reports and other articles
- Membership lists, registration, forms and fee collection
- Pool and facility hire and liaison
- Bus and facility hire
- Swim England, County, liaison and wider club secretarial support
- Contracts and legal matters
- Financial management and budget development

We are a competitive swimming club and the swimmers train hard to achieve success in competitions, something that was sadly lacking during the pandemic. Thankfully, the competitions are opening up again, with firstly with the West Midlands Festival of Swimming this July and Worcester Open Meet in October and many of our swimmers have been posting personal times. In the Autumn of 2019 we re-entered the club in the Arena League area of the West Midlands,

starting in Division 3 (the lowest one) and came second and securing a promotion to the Second Division for the next year. However, the Arena League was suspended in 2020 due to the pandemic, but this year it has been re-started and we have recently competed in the first round. The teams we competed against were in the main, bigger and could call on more swimmers and we did not have the success we have had previously. However, the standard of our swimmers on the night was excellent, with several having to swim up in several levels in events on the night against older and bigger opposition.

The strength and success of our club is firmly on the shoulders of the swimmers supported by the coaching staff, volunteers and the committee (and of course, the parents). A successful swimming club needs a sufficient cadre of swimmers at all ages whose talents and skills can win competitions and the more winning swimmers we have the more potential swimmers will be attracted to our club. In the previous Chair's report for 2020 it was identified that the pre-COVID number of swimmers was around 140 and by this time last year we had dropped to 85. The numbers this year is around the 88 mark with a slow trickle of new joiners and some existing swimmers leaving for reasons including older swimmers moving to universities and others leaving because of personal issues such as finances. The costs of running the club are governed by the fees charged by the two swimming pools we train at with some manpower costs for coaching and sundries like transport and equipment and these have been unchanged from the 2019 levels. The income for LAMSC Chair's Report October 2021 the club is very much in the main from the fees we charge for the swimmers and these are a balance of retaining the swimmers we have and attracting new talent. The point where the balance between income and outgoing is likely to be where we have around 120-140 swimmers.

The club does have some sponsorship; the Green Man company, a Ledbury-based environmental control company with connections with the club from years ago, began sponsoring our club kit for £500/yr in 2018 (1st Oct 2018 to 30th Sep 2019). This sponsorship has been continuing with Green Man renewing their sponsorship in Oct 2019 and again in Oct 2020 and we expect it to be renewed in Oct 2021 and hope to use a crowd funding initiative to get the £500 doubled to £1000.

We are delighted to report that in July the club was yet again awarded the Swim Mark Kitemark from Swim England for another 12 months. In order to be awarded, the club must submit various documents that demonstrate that the club is run correctly, including details of our volunteer workforce (with the necessary welfare certificates), finances, 3-year plan, head coach assessment and much more.

Sadly, we are losing one of our longest members of the committee; Steve Watson. Steve has been a stalwart member of the committee serving for many years, having initially saying he would fill in for a single year as Chair, he found himself serving in that role for 5 years and a further year on the committee as the Fundraising Coordinator. However, we are pleased that he is remaining close to the club and may rejoin if his hectic business activities slow down. Steve has steered the club through a number of rocky issues during his tenure and his knowledge and contributions to the club cannot be understated.

Finally, I would like to inform everyone that I will be looking to step down from my role as Chair to revert to the Vice Chair & Communications role for the next year.

2.2 Head Coach Report

DL surmised his Head Coach report which is included here:

Under normal circumstances I would be reporting on the results of the current season and looking ahead to the next. We still don't have a great deal of competition to report on, however, as we move into the 2021/22 season, we do finally have a healthy competition calendar to look forward to. Hopefully when the AGM returns to its usual slot in June 2022 there will be plenty of successes to share with everyone.

So Far

Since the last AGM our swimmers have been working hard in the pool and, despite the lack of competition, have continued to find purpose in their training. With restrictions finally being lifted we

were able to move into a new phase in September, with a squad structure and timetable much more suited to the needs of our current group of swimmers.

Competition finally kicked off again with the West Midlands Festival of Swimming. Four of our swimmers were eligible to compete, winning two gold, 1 silver and 2 bronze medals between them. Our younger swimmers were all geared up for their first gala in September at the County Development meet....and then it was cancelled at the last minute due to a covid outbreak. Our first open meet in nearly two years was the Worcester Autumn event in October. Eighteen swimmers took part in 100 events and between them took home 24 gold, 20 silver and 16 bronze medals – a fabulous result. The National Arena League is also back on the calendar this season and we had our first outing to Leamington Spa last week.

Well done to all of our swimmers who have continued to turn up to training over the last 18 months, with very little competition to focus on for large periods of that time. I'm fully confident you will see the rewards for all your effort this season.

Looking Ahead

For the remainder of the short course calendar we will be building towards our county championships in January / February, and then, for our seniors, we move into the long course season with preparation for the regional championships in May and national events in July / August. For our younger swimmers we are hoping to join one of the local leagues which will give us a competitive focus during the early part of 2022.

Club galas will also be back on the calendar this season. We have events planned for November which will offer a full programme to our seniors and an introduction to racing for our younger Academy swimmers. 2022 should see the return of our traditional club champs involving 5 or 6 separate events spaced throughout the year.

Thank You's

Thank you to all of our incredible teachers and coaches who continue to give up their time to help our swimmers improve. The support you have given us and the influence you have on our swimmers' performances cannot be overstated. Thanks also to our entire family of officials, timekeepers and team managers we are so fortunate to have in our club and without whom we simply could not compete.

I would also like to thank the committee for the ridiculous amount of work they do behind the scenes. It seems that with every passing month there's another layer of complexity added to the running of a youth sports team. Our committee is way too small in number and yet they somehow manage to tick all the right boxes and keep us moving in the right direction.

One final thank you to our members for your unflinching support over the last 12 months. From monthly donations when we couldn't get in the pool during lockdown through to the constant flow of encouraging emails, your faith, patience and total appreciation of the situation is the reason we are still here and able to provide the opportunities we can to the young people of Ledbury and Malvern.

2.3 Treasurer Report

Financial End of Year Figures 1/4/20 – 31/3/21

Copy attached.

Dulcie Karandi has audited the accounts and TN thanked her for doing this.

The last year has been very difficult to say the least. Pool hire was £7,389 and coaching fees £12,868. Membership fee income was £27,027 and the club received grants from Worcester County of £1,000, West Midlands region £200, and Swim England £600. Despite this and thanks to the membership we have achieved a surplus of £7,297 and capital is £32,376. Full year running costs are currently pool hire Halo £6,336, Malvern College £27,096, total £33432. Coaching fees £21,600 which means membership fees need to be £55,032 per annum. August income was £3,508, September was £4,666. We need to therefore receive membership fees of £4,586 per month.

We currently have 91 members.

The reason the club did not lose money within these set of accounts is due to the generosity of members continuing to donate money during the covid lockdowns. Also, during the lockdown periods we did not incur any costs. Thank you to all our members for supporting the club. It really is appreciated.

2.4 Election of Officers and Committee Members

See nomination sheet to see the outcome of the above.

Louise Churchill is to be Chair, Justin Ratcliffe as Secretary and Tony Nicholls as Treasurer.

The rest of the Committee are as follows:

Dave Palmer = Communications/Vice Chair

Craig Ferguson = Membership Secretary

Sally Ferguson = Workforce Co-ordinator

Wendy Cox = Parent and Coach Liaison Co-ordinator

Jonathan Kennedy = Gala Co-ordinator (non-Committee)

TBA – Fixtures Co-ordinator (non-Committee) (To be discussed at the next Committee meeting, although SF said she could help with admin).

Kerry Jones = Welfare Officer

Lucy Schofield = Venue Co-ordinator

Kerry Jones/Dave Palmer = Fund raising Co-ordinator

Marianne Bailey = Press/PR Co-ordinator

Natalie Ray = Committee Member

Mark Goggins = Committee Member

LC welcomed Natalie Ray to the Committee and thanked her.

We actively need more assistants to support Jonathan in his role as Gala Co-ordinator to ensure our galas operate effectively.

LC thanked DP for his role as Chair for the year 2020 – 2021.

2.5 Answers to Questions emailed to the Committee in advance of the AGM

Will Masters be resuming?

We are looking at finding a slot at least once a week but preferably twice a week. We are lacking pool time and a suitable time but please be reassured that the coach and committee are actively looking at this and will be trying to redress the situation.

Will more individual coaching feedback be given to swimmers during sessions?

Yes, this is easier with current numbers. And now that we are training normally, this will be more improved. However, we need more poolside helpers.

More competition training, starts and turns, are already being addressed with the resumption of competitions.

Any Other Business

There was no any other business.

Date of next AGM is to be scheduled for June 2022 (the original time period for the AGM).

Thank you to everyone.