

MINUTES OF THE ANNUAL GENERAL MEETING

Held on Friday 24th September at 19:00 at the café at Clissold Leisure Centre.

Procedure The procedure for the AGM is detailed in the Club Constitution, which can be accessed [here](#)

Attendees Claire Butler Brown, Trond Heggenhougen, Hester Hettinga, Karen Higgs, Sylvie Lachmann, Claudia Lipsey, Chris Kaethner, Mona Marzouk, Chris Ogden, Jo Phillimore, Stephen Roberts, Nicola Taylor, Frauke Westgate

Apologies Bridget Atherton, David Broadbent

1. Approval Of Minutes

Following introduction of the committee, the AGM approved the 2020 Minutes as a true recording of that meeting.

2. Chair's Report

The Chair presented his report, which is attached.

Although it has been a tough year, with no competitions and ever changing time tables and financial challenges the Chair was keen to share a positive roundup of the year; launch of London Roar Academy aimed at top swimmers in NP and RP, individual successes, a crowdfunder campaign that pulled the community together and an army of covid liaison officers that made swimming possible. Many swimmers stayed with the club and some that have left are coming back (with help of the Access Fund).

The Chair paid tribute to: the coaching team for their perseverance and without whom we would not be here today, all the swimmers that stuck with it, the covid liaison officers and especially the coordinators Frauke Westgate and Jerome Lessard and the crowdfunder team: Andrea Boscan, Erol Baduna, Hester Hettinga, Kim Cable and Frauke Westgate, who raised £25k for the club.

The Chair gave a special vote of thanks to Katie Foulger at GLL who worked throughout all the lockdowns and was, and still remains, incredibly supportive of the club helping us get our timetables back to pre covid levels.

A special thanks was given to GLL and in particular Clissold Centre Manager Keith Griffiths without whom we would not be able to operate.

The Chair also paid tribute to Hackney Council, in particular to Ian Holland and Ladi Ajayi who both have shown great support during lockdown and helped to

secure the future of HAC with a £10k grant for our continued work in trying to increase diversity within our club.

The Chair concluded that HAC is an all inclusive community sports club and all the work we put in is for the swimmers. The Chair highlighted how members can help by stepping forward as a volunteer (see item 6. Volunteer Roles).

3. Head Coach's Report

The Chair introduced the Head Coach's report and paid tribute to David Broadbent for stepping into a new role at a very challenging time.

The Head Coach thanked every single member for their support, the crowdfunder team for their amazing efforts, the committee for their continuous help and support and the coaching team that went above and beyond to keep swimmers enthusiastic and get them back in the pool.

Despite not be able to compete there were some successes to celebrate of which a detailed list can be found in the Head Coach's report (attached).

The Head Coach's vision for the future is to grow the club back to pre lockdown levels by recruiting new members for both the competitive and non competitive squads with particular growth opportunities in expanding Academy, Bronze, Silver and Gold. On the performance side the Head Coach would like the club to be a one that produces National level swimmers, as well as National medalists.

4. Treasurer's Report

The Chair introduced the Treasurers by thanking them for the huge amount of work and flexibility that was required to see the club through what was an extremely difficult year.

The Treasurers shared the accounts and treasurers report (both attached) and explained that again this year covid overshadowed the finances. Despite the difficulties and uncertainties the club is now in a stable financial position thanks to: 1) Member support (staying with club, paying fees), 2) Job Retention Scheme, 3) Crowdfunder and 4) Hackney Grant. And with income raising activities like club galas and the Friends Of HAC it hopes to build up reserves again.

The annual membership that was put on hold in 2020 will be brought back in October 2021.

Cost savings – The payroll has now been reduced to 2 full time coaches and employment of part time coaches to reduce cost.

Thanks to the Crowdfunder team and the LBH grant the Access Fund has been formally established and is managed by the Access Fund Sub-Committee

5. Committee Appointments

The Chair introduced the committee positions. The following were voted onto the committee by the meeting:

Role	Person Proposed	Nominated by	Seconded by
Chair	Chris Ogden	Stephen Roberts	Jo Phillimore
Club Secretary	Hester Hettinga	Claudia Lipsey	Chris Ogden
Competition Secretary	Erol Baduna	Hester Hettinga	Frauke Westgate
Masters	Bridget Atherton Chris Kaethner	Nicci Lea	Erol Baduna
Club Membership	Sylvie Lachmann Stephen Roberts	Frauke Westgate	Jo Phillimore
SwimMark	Claire Butler Brown	Nicci Lea	Chris Ogden
Treasurer	Claudia Lipsey Jo Phillimore	Claire Butler Brown	Stephen Roberts
Volunteer Coordinator	Frauke Westgate	Hester Hettinga	Claudia Lipsey
Welfare	Nicci Lea	Erol Baduna	Bridget Atherton
Workforce	Nicci Lea (lead) Ronan Cormacain	Claire Butler Brown	Frauke Westgate

6. Volunteer Appointments

The Chair highlighted the importance of volunteers without whom there would be no HAC. The Volunteer Coordinator, Frauke Westgate will coordinate all the volunteer roles in the club, with Jerome Lessard responsible for the Officials. Volunteer roles are non-committee roles.

Volunteer role appointments for 2021/22:

- Club Gala: Nicola Taylor
- Social Media and Marketing: TBC Trond Heggenhougen
- Officials Coordinator: Jerome Lessard
- Young Volunteers: Heather Da Silva
- Team Manager Coordinator: Frauke Westgate
- Club Desk: Frida Anderson, Anne-Marie Corven, Karen Higgs, Maiko Ito, Mona Marzouk, Alessandra Roberts

The following volunteer roles are currently available:

- Squads Representatives
- 2x Club Gala Tech Team
- Club Kit Coordinator (Hester Hettinga until volunteer steps forward)
- Fundraising (Hester Hettinga until volunteer steps forward)

7. Any Other Business

There was a Question and Answer session with the Chair and members of the Committee, at which the following were discussed:

- Plans for land training – The Head Coach is looking at land training opportunities. Place and time to be added on to sessions and start with NP and RP and then expand. Head coach David is fully qualified but we're also looking into a shared role for strength and conditioning coach with London Roar Clubs.
- Consistency coaches when shared role – Aim to have the same coach per squad for continuity so swimmers get to know coach and vice versa.
- Coaches versus membership increase – If and when membership increases the plan is to make use of the Anaconda coaches (who currently have less pool time) and share the London Roar Academy resources.

The meeting was closed at 19:55.