

## HAC AGM MEETING

**Date:**

30.09.2022

**Time:**

18:00-19:00

**Location:**

Clissold Pool Cafe

**Facilitator:**

Chris Ogden

**Note taker:**

Caroline Werge

**Timekeeper:**

Caroline Werge

**Attendees:**

Chris Ogden, Chris Kaethner, Karen Higgs, Nicola Taylor, Stephen Roberts, Jo Phillimore, Sylvie Lachmann, Claudia Lipsey, Charlotte Tiffany, David Broadbent, Caroline Werge, Samantha Adder, Ronan Cromacain, Collin Bell,

**Apologies:** Hester Hettinga, Bridgette Atherton

### 1. Approval of the Minutes of AGM 2021

Following introduction of the committee, the AGM approved the 2021 Minutes as a true recording of that meeting

### 2. Chair and Head Coach's Reports

The Chair started with saying 21/22 season has been a strong year for Hackney Aquatics, and that the Head Coach will cover that more afterwards. The Chair highlighted that after two seasons it was great to see the swimmers back in the pool in the county and national competitions and Hackney performed particularly well in the M11 league. The Chair also paid tribute to Hackney Council, in particular to Ian Holland and Ladi Ajayi as well as GLL and the Clissold Manager Martin Young who we could not operate without and has the challenge of balance Hackney Aquatics with the general public.

The Chair presented his report, which is also attached.

The Chair stated the club had made about £4500 from attendees for summer gala which was across two days and it was not fully subscribed, it was stated that we could probably double that figure if it had been fully subscribed. Running galas is not possible without volunteers like Jerome who gets together the officials for meets and Nicola Taylor who makes meets possible. This season plans to resurrect the young volunteer programme. Hackney Aquatics can take aged fourteen and older swimmers and put them through a training programme where they volunteer time as coaches. Jerome's wife has taken on that role which is fabulous for the club. Jo is currently doing a handover for that; it was also

requested to give special thanks to all young and old who give time and make huge difference to swimmers.

The Chair stated that although he will not be steering the committee in the future, he will still be involved, and explained Hackney aquatics will have a new Chair for the first time in 5 years, along with a new Secretary, new Treasurers, new Welfare Officers and a new Swim Mark Officer. The Chair said special thanks to those stepping up and reassured them the committee are always here to help and support people stepping into these roles until they are ready.

It was announced the Head Coach David is moving on at end of year to Wycombe and District Swimming club as a senior coach role, Wycombe and District finished 3<sup>rd</sup> in Arena league and 4<sup>th</sup> in the National swimming championships. It was agreed the club is very sad to see David go, however it is a fabulous career move for him so Hackney Aquatics and the committee wish him all the best in his new venture. It was stated that the committee have got a recruitment sub-committee and they will keep the committee up to date with the progress of searching for a new Head Coach.

In conclusion it was stated that Hackney Aquatics and community sports clubs in general rely heavily on volunteers and there are countless ways parents can make a difference, including joining the committee, help running galas, and it was noted that the committee will need to find a new Gala Maker as Nicky stepping is up within the committee, other ways to help can be as Timekeepers, Judges and Referees. Stephen mentioned that he started as a Timekeeper and now is a Trainee Referee. The chair continued that for those whose children just started competing it gives you something to do whilst children swimming. It was suggested if anyone is interested to speak to Jerome by emailing [officials@hackneyaquaticsclub.org](mailto:officials@hackneyaquaticsclub.org) and volunteers can join the Tech Team or number crunch the data, if someone wants to get involved, they can speak to the chair or Dhaval. Other ways of helping are to fundraise or become involved with sponsorship sand anyone interested in that can peak to Hester. At the galas there are usually bake sales and raffles so you can bake a cake or donate a prize to raffle.

There was one final thing from the Chair, and it was stated that there are a few families who have been connected to the club a long time, their children have now gone through club and are leaving the club or have already left and a consequence of this is Ruth Giradet is now leaving, as her daughter has moved on but they have been important figures within the club. Frauke Westgate and her daughter Lena were fantastic during lockdown and checking people in outside when the club got back to swimming, she ran it very efficiently so thank you. What the committee does, is for the benefit of our swimmers. The committee is about the swimmers, they are the most important thing.

## 2. The Head Coach, David presented his report, also attached.

The Head Coach started by thanking coaching team, especially Tony, Madison and Dhaval who have worked incredibly hard and there have been a number times the club has been short on coaches. All three went above and beyond, Dhaval has been at university,

Madison was doing her A levels and the club couldn't run without them, he also continued by thanking the committee for running the club championships and open meet, stating without the support of the committee, the club couldn't run.

We have got a larger coaching team going into this season, with Can taking over some of the master sessions over the last few months and recently welcoming Ash, Jago and Mohammed to the coaching who will be coaching throughout the season and taking some pressure off Tony, Madison and Dhaval.

It was noted that this was the first time there has been a full season since 2018/2019 and Hackney Aquatics had had a successful season in the pool. One of the key moments being having the highest number of winter qualifiers, the most finals and the highest number of British championship qualifiers, It was also Hackneys first time at the British Championships.

David stated that we fell just short of the medal tally achieved at the 2019 English Summer Nationals, but the great thing was that after the summer meets he felt that even more can be achieved in the future, and the Hackney will continue to achieve record breaking seasons.

David highlighted some of the season, recognizing the achievements of the whole club and not just those in the national performance squad. Tom Hargreaves won a silver medal in the 200m Breaststroke at the masters nationals held in Sheffield. Short Course regionals in November was brilliant for the club, recording many PB's throughout as well as 22 club records, 25 finals, 4 medals and 7 winter National Qualifying times. Mika Ogden took the only Gold for Hackney at the meet as she became London Regional Champion in the Junior 200m Backstroke. Another success saw Hackney take a record number to the winter nationals, resulting in over 80% of the swimmers gaining PB's.

David continued that the club also had six qualifiers for the Winter Nationals including Aoife Brooks, Isabel Iley, Mika Ogden, Kai Ogden and Marco Roberts, and at the winter Nationals Hackney Aquatics competed in 19 races, gaining 14 PB's 12 club records and 4 finals. At the Arena league, Hackney competed in 3 rounds of the National Arena League, where the club took part in the London Premier Division which sees the top teams from London, compete against each other in a league. The Arena league demonstrated how far the clubs' swimmers have come on in a matter of months from the first round in October to the final in December. The club finished 5<sup>th</sup> out of 8 in the first round and came back stronger in round 2 and finished 4<sup>th</sup> to secure the final spot in the final for round 3. Hackney Aquatics finished last in the final, and a total of 8<sup>th</sup> out of 16. But to show the improvements the club had made in a small amount of time, in round one the club finished 86 points behind Hillingdon and nine weeks later in the final the club was only 5 points behind them, the improvement mainly came from 10/11 year old's who in round 1 finished 8<sup>th</sup> in the majority of their races, but by the final they were finishing as high as 3<sup>rd</sup> or 4<sup>th</sup> in most of the swims. The older swimmers showed great improvement too.

In the Long course country championships in January and February Hackney Aquatics came away with 5 golds, 17 silvers and 17 bronzes across 3 squads. It was the first time that the club was competing in the British championships in April.

The Premier Domestic qualifier in the summer, Euros and World Championships is a great opportunity to see the best swimmers in the world, and the club saw a few records broken over the week. Swimmers really enjoyed it and came away with PB's, club records and Isabel Iley was 3<sup>rd</sup> in the junior finals for the London Regional Championships. Overall the club got 9 medals, 2 golds, 5 silvers and 2 bronzes. The meet at regionals saw PB's and the finals showed the improvement made from the winter. The M11 Leagues across May and June showed more improvements. In September 21 Hackney Aquatics were finishing last and by a lot, but not even twelve months later in May and June and the club managed to finish 2<sup>nd</sup> and 10<sup>th</sup> in the league. Hackney Aquatics may have finished even higher if the club had a full team and completed all 3 leagues. This is impressive because some of the older members who swam in September 21 didn't swim in May and June. The Welsh Nationals were really successful and it was nice to watch it on live stream as Tony was there. The club had a total of 27 finals and 8 medals. With Isabel, Hernandez, Enzo and Lucas all medal winners. This was a huge success and gives the club many things to keep working on to keep it going strength to strength with 145 club records broken, which is over 50% broken just last season and Hackney Aquatics finished off with 7 swimmers in the top 10 in Britain and one swimmer ranked inside the top 30 in Juniors in Europe in 2 separate events.

David continued that he would like to give special thanks to Madison and Dhaval for what they have achieved in the nine months and that this season the club hopes the introduction of the performance squad will bring higher attendances and also bring in more record breaking talent into the club.

The Head Coach also thanked the volunteers for their support because they keep the club together and personally thanked Chris Ogden, Stephen Roberts, Nicola Taylor, Hester Hettinga, Claudia Lipsey, Jo Phillamore, Sylvie Lachman and Jerome Lessard. David gave apologies to anyone he missed, but continued explaining that whether your support is financial or help with memberships its appreciated. The head coach stated he couldn't have written his report, without once again thanking the volunteers for all their support through the season, the club simply couldn't run without them.

David concluded that the way the volunteers have come together to run the Hackney Open Meet in July was brilliant to see, and in his opinion it paid off well with a well ran meet and plenty of positive feedback from visiting clubs. He stated he was grateful for everyone who has helped out this season.

David finished his report by mentioning that Monday the new squad structures will be starting. Some of the aims he has had for this are that with the new performance squads this will encourage higher and more consistent attendances from the clubs' performance swimmers, as this to him has been a major limiting factor preventing the club from taking that next big step forward. It also creates clear squads where swimmers will be training in a way that suits them with like-minded swimmers and coaches. It also creates a place for competitive swimmers to go if they wish to compete but not take the sport as seriously as

they did before, as well as improving the standard of our competitive masters by offering them the chance to be part of the performance youth set up, which is aimed at providing the best quality training around work for adult competitive swimmers. This will make swimming more enjoyable for those who do not wish to compete but enjoy swimming for the fitness and social element. It will also improve the performance of the club, pushing it to levels it hasn't reached before, giving talented and dedicated swimmers the best opportunity to reach their full potential. David stated that he had tried his best to share his vision for the future of the club and although he will be leaving the club from December, he would like to see Hackney Aquatics Club to keep going on and become one of the best performing clubs in the region and continue to grow its Academy with swimmers aged 7-9.

The Head Coach stated that he believes this new structure with the talent in the coaches and swimmers will continue to push Hackney forward, and each year the goal is to outperform the year before, with this season being no different. On a final note, the Head Coach stated whilst the last twelve months have been challenging, it has been an enjoyable experience for him and loves coaching for the moments where he sees swimmers achieve something that is special to them, whether it is their first county meet or a national medal.

### 3. Accounts 2021/22 season

Claudia Lipsey and Jo Phillimore, the Treasurers presented their report and stated it is not encouraging as it has been a difficult year financially, stating the club survived the pandemic in 2019, however the lingering impact has been a challenge, with the reduction of members and the increase in pool hire costs and lifeguard costs. The previous decision not to charge the annual club membership fee has been looked at again as the total income was £168k however the cost of sales was £198k leaving an exact loss of £29,818.11. It was stated by the Treasurers that it is important to understand that some figures like the annual contribution of access funds hadn't been included in the profit and loss. It was also stated that the club does have some additional income from fundraising, grants and meets and these are vital ways of bringing in additional income to the club.

The reserves that Hackney Aquatics had at the beginning of the season was £44,369 and the reserves are now down to £26,221. It was stated that most of the reserves were from crowd funding over the pandemic and the club also received a £1000 grant, but the most important income is generated from membership levels. The club is not back to pre-covid membership levels, but it is gradually climbing. It's important for the committee to come forward with ways the memberships can grow. It was also agreed that last year, the Hackney Aquatics Club annual membership fee was to be re-instated. The decision had been held off previously not to put people off however this year we do need to charge it and the club has already started taking that fee which generates just over £8000 in revenue.

Other streams of income include the club meets, like in December where Hackney Aquatics gained some income from and the long distance meet which the club may do again. The Summer meet in July also generated further income. It was noted that other forms of fundraising, grants and the Jack Petry Awards have been picked up again, Jack Petry

awards are given for monthly achievements and swimmers are given the choice of how it is spent. Alllands sports fund gave the club an additional £1,000 in the pot along with the crowd funder and it is still being decided how to spend that.

Concessions are given across all squads and the club currently is supporting 25 swimmers on either the 25% tier or the 50% tier depending upon peoples financial situations. The concessions fund hadn't been accounted for in this year's accounts and still needs to be pulled over.

Increasing costs for the club including lane costs has added to expenditure and the club has agreed not to pay for lifeguards in morning sessions. However, it was mentioned by the committee they are still sometimes present and this needs to be monitored.

Costs of Clissold Leisure Centre was £59,288, Britannia was £6,255.00 King's Hall Leisure Centre was £9,098 the Lido was £20,078 were costs the that hadn't been anticipated and the club is continuing to receive invoices for July and August this year. It was anticipated by the Treasurers that the new squad structure and a focus on growth of membership will help with that and the club will get back to a better position.

The Chair wanted to address a few points about the finances, stating it's difficult to balance the costs and the club has had to increase its fees by quite a bit, but the club had little choice. Hackney Aquatics has also trimmed the timetable to reduce the amount of pool time fees and negotiating lifeguarding some of our own sessions. It was stated that by doing this, the club can get back to the golden rule of the pool and coaches being covered by membership costs. Ronan added that we need to keep an eye on the lifeguard sessions.

#### 4. Committee Appointments

The Chair called out the names of the nominations for the new committee. It was asked of each member to wave their hand and show the attendees who they were. Votes we casted by raising hands for the new committee members

- Stephen Roberts- New Chair - Unanimous result
- Nicola Taylor- Vice Chair - Unanimous result
- Treasurer- Leigh Heggenhougen \*\*\*\* - Unanimous vote, it was agreed help will be needed as it isn't a one person job. It was mentioned Vice chair may need to help and that Dhaval was interested, given his work as a banker however the committee also agreed this might be a conflict of interest and might only be able to help with small tasks.
- Caroline Werge - Club Secretary- Unanimous vote
- **Chris Kaethner and Bridget Atherton – Masters rep (shared)**
- Sylvie Lachman - continuing as Membership Secretary – Unanimous Vote
- Stephen Roberts and Chris Ogden- Competitions \*\*\*\*\*, Stephen has been doing this for ages and might not have time to do it now, so Chris will step in until a replacement has been found- Unanimous Vote

- Swim Mark - Claire has been doing this a long time and Chris will be picking up – Unanimous Vote
- Welfare Officer, Nicci Leay is stepping down and Charlotte Tiffany has agreed to step in. Charlotte needs to complete her courses before she can start. - Unanimous Vote
- Ronan and Chris have been doing workforce where we meet with the coaches, have appraisals, exit meeting and looking after their contracts. We will continue with that- Unanimous vote.

## 5. AOB

Stephen Roberts, the new chair asked if it could be noted that himself, and all the committee wanted to give a huge thank you to Chris for 5 brilliant years as chair, and his huge contribution to the club in every way imaginable and that he still wants to keep helping.

