The 2012 Annual General Meeting of Chesterfield Swimming Club

Ground Floor Gym • Queen’s Park Sports Centre

Sunday 4th November 2012 @ 6.00 pm

AGENDA

1. Welcome by the Chairman
2. Apologies for Absence
3. Minutes of the 2011 AGM held at Queen’s Park Sports Centre on 13th November 2011
4. Matters Arising
5. Officers’ Reports for 2011-2012
   - Chairman
   - Treasurer
   - Secretary/Membership/ Swim21
   - Open Meets and Galas Organiser
   - Head Coach
   - Welfare Officer
   - Fund-Raising/Social
   - Workforce Development
   - Learn to Swim
6. Membership and Training Fees for 2013
7. Appointment of Independent Accounts Examiner for 2012-2013
8. Election of the Committee to serve for 2012-2013
9. AOB
Welcome by the Chairman

21 members were present as detailed below and, therefore, the meeting was quorate.

Ivan Haggar • Alex Gage • Simon Mounsey • Fiona Critchlow • Tracie Ward • James Manterfield • Sam Manterfield • Julia Brown • Pam Williams • Sue Anderson • Mark Tanner • Gary Stott • Sally Mounsey • Sarah Gage • Tim Doody • Martin Jones • Natalie Chawner-Wright • Paula Di-Nitto • Kerry Street • Liz Richards • Michale Shevin

Apologies for Absence

Alex Barrett • Sarah Stone • Clair Bingham • Guy Ward • Mike Ward • Mark Whalley • Jack Haggar • Georgia Haggar • Tracy Haggar

Minutes of the 2010 AGM held at Queen’s Park Sports Centre on 28th November 2010

Prop: Julia Brown, Sec: Alex Gage.

Matters Arising

None.

Officers’ Reports for 2010-2011

Chairman (Ivan Haggar)

The past twelve months have seen the club move from a precarious financial situation to a carefully managed, stable and viable position. This has been achieved by introducing improved communication within the club; a variety of systems that once did not tally are now centralised so that up to date membership, monthly fees and attendance records provide the committee with a clear picture of where we stand at any given moment. This has allowed decisions on staffing, pool hire and other expenditure to be made with confidence.

This committee has endeavoured to be open and democratic during its tenure and has met every month to discuss and agree actions that improve the club for its members. The workload has been terrific for this committee and the club’s dedicated helpers. Without drawing attention to individuals, I would like to formally thank them all for their hard work throughout the year; this level of commitment is not made without sacrifice.

Dan Higgon, our head coach throughout the year, took up his role while the club’s future was at the height of uncertainty. We trusted his appointment and began to work with him to identify how to maximise swimmer development that would ensure the competitive squads were at capacity allowing younger swimmers to progress and the learn to swim programme to accept new recruits.

He helped to design a new squad structure that considered our swimmers’ current capabilities but had trouble communicating its purpose with swimmers and parents. Whilst he had good technical knowledge, his approach to the role of head coach was questioned by the committee who decided to work closely with him to ensure the club’s expectations remained a priority. At the end of the season, he resigned.
The vacant head coach position was advertised and received local, national and international applications. An interview panel was agreed and a rigorous short listing and interview procedure resulted in a unanimous decision; Mark Tanner was appointed last month.

I would like to thank Carla Bickerstaffe for stepping up and assuming the role of acting head coach during the interim period.

The committee expects the appointment of our new head coach to be a catalyst for a renewed enthusiasm for competitive swimming at the club. We expect this spirit to filter throughout all squads as Mark empowers his coaches to deliver a coherent programme this season. Chesterfield Swimming Club is now formally a part of the DX Performance Pathway and good achievement at regional and national level is expected. We do however recognise these ambitions may take time to develop.

Swimmer numbers throughout the club are broadly the same as this time last year. We plan to attract more youngsters into the learn-to-swim programme to increase the club roll as well as the balance sheet. By creating additional pool time for ‘Sharks’ the previous bottleneck restricting swimmer progression has been eased.

Encouraging older swimmers to remain with the club after they are no longer involved in the performance programme remains a priority. As such Club squad and Junior Masters have produced additional helpers who pass on their experience and encouragement to our younger swimmers.

The next twelve months are all about encouragement. The new committee will focus its effort on enabling the head coach to do his job and attracting new members and new revenue streams.

Questions: None

Treasurer (Alex Gage)

In August 2010 we inherited a club that had significant outstanding debts with at least two pool providers. There was no evidence of the Club’s accounts having been audited or examined since 2006. The Sage software had numerous errors due to an old version being run on a new computer with Windows 7 OS. This had been realised and new software was ordered but delivery had been an issue.

There were assets in a variety of bank accounts and also some Santander shares from the previously Abbey National account in the Club’s name. It was believed that a significant number of swimmers owed the club money for fees and membership. We set about consolidating the money we had, closing old bank accounts and transferring the money to our current account.

We corrected many errors regarding membership, stopped invoicing swimmers who had left the club and closed their account and ensured that swimmers were being invoiced the correct amount for the squad they were in. We informed swimmers who owed the club and chased any money owed. We calculated that we needed at least a 10% increase in fees to stop going further into debt with our suppliers and this was actioned in November 2010.

We discussed the issue of VAT with the council and worked towards being invoiced without VAT which was successful. In July 2011 we received a significant rebate for VAT that had been invoiced over the previous four years. This very nearly cleared the debt owed to Chesterfield County Council.

In March, we worked through the wages paid to the coaches and made sure that the correct amount of taxes had been paid by the Club. We contacted several accountants and met with a couple of them to go through the accounts. In June we engaged an accountant to be our Independent Examiner of Accounts. He specialises in “not for profit” organisations and has very reasonable fees. I would like to thank Anthony Ball for all his help this year.
We looked at moving some staff from an hourly rate to a salary and this work is ongoing. We have engaged a few more coaches, who will be paid on an hourly basis, to help with cover for holidays and gala weekends.

On the advice of the Independent Examiner, some changes to the accounts for 2010 have been since last year’s AGM to correct discrepancies between the balance sheet and the profit and loss account. We have also broken down the accounts a little so In house galas has become Christmas meet, Summer Splash and Club Champs. The “In house gala expenses” has been split into Swimmers awards, pool hire for galas and expenses.

The cost to the club of ASA annual membership is up significantly and I propose an increase in club membership fees of 5% which is an increase in line with inflation. From January, we will be implementing the requirement for every junior competitive swimmer to have a parent/supporter member, as passed at the 2010 AGM. We have also organised a slight discount for families with more than one swimmer to encourage two adults to become members and support the Club. We do need to build up some reserve but fees for the last quarter are up on the previous three so if we continue with growing number of swimmers we should be able to do that.

I would like to thank Sam and Jim for their hard work with fundraising and sponsorship, Tracie and Sonia for all their hard work with the Club Shop and Fiona and everyone for the success of the open meets. I would also like to thank all the parents who pay regularly and don’t have to be asked, it makes my job a lot easier.

The Sage software has allowed us to set credit limit for two months fees which is when swimmers should be asked to stop swimming according to the constitution. I have also set up a process of sending statements to swimmers via email every month so people know when they are in arrears. I would like to take this opportunity to remind parents that fees are due on the first of each month and the preferred method of payment is by “standing order”. This method of payment is still in the control of the payer and unlike “direct debit” we cannot change the amount or stop any payments.

Alex explained the accounts particularly in relation to the further breakdown of costs and income compared with the previous AGM report.

Alex explained the background behind being able to secure a rebate of VAT for the previous four years. This sum had been allocated in full to 2010 accounts as we were not in a position to make any adjustments prior to this. This had the effect of making 2010 results appear better by £7,000 than would otherwise have been the case.

Ivan Haggar pointed out that the club had turned round a loss of £17,500 (£24,500 excluding the VAT rebate) in the year to August 2010 to a break even in position in the year to the end of August 2011.

**Questions:** Tim Doody asked what was forecast for 2012. Alex replied that the immediate outlook is very reasonable. The Christmas Open was fully subscribed and income in the first quarter was 10% up on the previous year. Longer term, we were dependent on swimmer numbers.

**Secretary/Membership (Simon Mounsey)**

2010-2011 has been an extremely busy year for the club. Most of the work of the committee is documented in reports from other officers so I will not repeat those areas in mine.

Having assumed responsibility for recording and registering members I can report that levels of membership are now remarkably similar to those of twelve months ago at just less than 400. This overall figure, however, doesn't tell the full story. During the year we have recruited around 140 new members and lost a similar number. High turnover is inevitable when running a large learn-to-swim programme but, nevertheless,
considerable improvements in retention are necessary at many levels of the club. This is a major goal for the next twelve months and Mark is already working hard to make this happen. Although the level of membership is unchanged from a year ago, fees paid out to the ASA are up over 50% on the previous year because everyone swimming at the club is now registered with the Governing Body as required.

The club has been working hard for several months with Derbyshire ASA and Derventio eXcel to re-establish the performance pathway, which had been axed for swimmers in the north of the county in November 2009. This has taken a major step forward today with the enrolment of the first ten swimmers in the programme which will be delivered by the Mark Tanner under the leadership of DX Head Coach Andi Manley. Six of those on the programme are our own swimmers with others from Rykneld, Dronfield and Matlock.

I would like to pay tribute to all members of the committee, but especially my fellow Exec members, for the huge investment in time and energy put in during the year. We have had two Chairmen since the last AGM. Julia Brown played a very important role when this committee took over in August 2010 but had to step down in April this year owing to work commitments. We all are very indebted to Ivan Haggar who volunteered to become Chair until this AGM and has since committed to continuing the role for another twelve months. Under Ivan’s leadership many significant problems have been resolved and the club is now set to prosper. The turnaround in the club’s financial fortunes is not down to one person but the part played by Alex Gage as Treasurer cannot be under-stated. The finances have been helped by two excellent Open Meets organised by Fiona Critchlow which produced significant extra income and increased profits from Shop Sales for which thanks are due to Tracie Ward and Sonia Jones.

Following Dan’s resignation, I was involved in the process for making our new appointment along with Ivan Haggar, Jamie Manterfield and Tracie Ward. It was a demanding six weeks but there was a remarkably high level of agreement between the different members of the panel and we were able to make a unanimous recommendation to the committee. In Mark Tanner I have the utmost confidence that we have appointed a Head Coach who can and will take the club forward quickly.

Questions: None but Julia Brown paid a tribute to the amount of work done by Simon Mounsey in administrating the club.

Open Meets and Galas Organiser (Fiona)

What a year! I took over in October 2010 and immediately set about the task of delivering the Club Championships and Christmas Open Meet.

With terrible weather in early December we took the decision to postpone the meet until early January. Despite the tremendous amount of work this caused over the Christmas period, the meet went ahead very successfully.

Preparations began soon after for the Summer Splash Meet. We decided to allow disability entries for the first time which proved popular and a good learning experience for us all in how to cope with the needs of different competitors.

Prior to the County Championships many of us completed our training to be level J1 officials. The counties proved to be the perfect opportunity to complete our poolside experience and we now have a good group of people who are able to officiate at our own events which is a great help. Further courses are planned for Spring 2012.

I learned very quickly that securing officials is the most challenging aspect of this role!

We have recently completed the 2011 Club Champs and are now looking forward to the Christmas Meet. Despite having the setback of a local club deciding to run their seasonal meet as a level 3 and therefore for the first time being in direct competition rather than complementing ours we have had to close entries early because we are full.
Over the past year I have, along with ex Head Coach Dan Higgon and latterly acting Head Coach Carla Bickerstaffe, been trying to pursue options to compete in more trophy galas and league events. Many swimmers thoroughly enjoy this kind of competitive experience (some preferring it to the more individual nature of most swimming events) and it is excellent for instilling team spirit. We have continued to compete in the Nottinghamshire and Derbyshire Junior League (Diddy) but there have been no opportunities for swimmers older than 12 years old. I’m happy to say that we have accepted invitations to compete in a number of ‘one-off’ trophy galas this season and we will compete in the Nottinghamshire League next Autumn as well as attempting to re-join the Arena League next year, which Mark Tanner is keen to do.

I must encourage all swimmers and parents to keep their eyes on the notice boards, blogs and website for alterations to the competition calendar and team sheets. The club relies on people making themselves available to compete for the club when selected and the sooner dates are pencilled in the better. Any queries, please do not hesitate to contact myself or the coaching staff.

I must thank all the many people to help make the events we organise a success, we rely heavily on so many people and we could not manage without you all. I must in particular thank my fellow exec and committee members for their support this year as well as Gerry McArdle who is my right hand man. Thank you to Tim Doody and Nigel Butler for their hard work on gala days setting up and operating the electronics. Thank you Tracie and Sonia for their wonderful shop which is always a credit to the club but particularly so on gala days and for their very successful debut at the County Champs this year. Thank you to all those people who have helped on gala days, sometimes at quite short notice, and for being prepared to take on jobs they’ve not necessarily done before. We haven’t done bad have we?!

Thanks also go to the swimmers, we do all this for you, you know!

I have had some very positive feedback from visiting competitors, parents, officials and coaches about the friendly atmosphere at our meets, I’m very proud of that.

**Questions:** Tim Doody. Do we know venues for next year’s Notts League? Not yet.

**Head Coach (Mark Tanner)**

Mark thanked everyone for the welcome and said how pleased he was with the work ethic he had found at the club.

Having taken over as your new Head Coach at the end of October it isn’t appropriate for me to present a report for the year just completed. What I would like to do is report on what I have found since my arrival and to outline plans to take the club forward.

- The work ethic from swimmers attending sessions is great. While attendance isn’t always great, everyone has a good attitude and is working hard both in skill based sets and hard swimming sets. I hope this continues for the foreseeable future and beyond.

- While I’m told attendance has picked up, improving it further is something that we are going to be working on in the near future. In the top squad we are currently undergoing a goal setting task which will involve me sitting down and talking with both parents and swimmer and this will prove extremely valuable in motivating and swimmers and hopefully will boost attendance.

- We plan on combining Platinum squads to make a single top squad at the club. This squad will have 8 sessions available to them throughout the week, of which most swimmers will be expected to do 6 or 7 and this is something that will be agreed on between myself and the swimmer. When agreeing on sessions I hope to install a degree of consistency, allowing swimmers to get into a routine and allowing me to plan weeks of training so that no important areas of training are missed.
• Along with the other coaches, I am looking at all other areas of the club with a view to improving the quality of the programme and improving the swimming experience for all members.

• A major step forward has already been taken with the launch of the Derwentio eXcel Chesterfield Hub being delivered by the club. DX is the performance pathway for swimmers in Derbyshire and the first ten Chesterfield Hub swimmers were due to be inducted earlier today (13th November) with more set to follow. This is a great opportunity for both the swimmers involved and the club in general.

The swimmers get to be part of a programme that is becoming increasingly successful and attracting a lot of attention from all over the country. They will be getting extra pool time, access to sports science support and the opportunity to train with the best swimmers in the whole of Derbyshire (which is massively influential on training and raises the standard significantly). Another great opportunity this may give is qualifying for National relay teams and even challenging for National medals, something that may not otherwise be possible. Being part of such a successful team can only have a positive influence on those swimmers involved and I believe this will filter through to other swimmers at our club.

For the club, being so heavily involved raises our profile and this can and will lead to all sorts of possibilities in the future both with regard to recruitment and opportunities that may be offered to the club that will have a positive impact on all of our swimmers not only those that are either full DX members or Development Squad (DXDS) members. Like I said before the standard of swimming is raised dramatically in those DX sessions, which is great for everyone in the pool and I’m hoping it will inspire and motivate those that aren’t in the team to work hard to get there.

• I am very excited about the future the club has and I feel that we are already making very positive steps towards success.

Mark added that initially he thought attendance wasn’t great but now thinks it isn’t too bad but swimmers tend to be spread out too much because there are too many options available. He plans to change the training timetable to make sessions fuller and therefore better.

Questions: Tim Doody. When do you plan to combine Platinum? Mark Tanner: As soon as possible. By end of the year if at all possible but it depends on securing extra lanes for some sessions.

Liz Richards: How will DX and CSC sessions be managed? Mark Tanner: Some mixed and some separately according to the swimmers’ needs.

Jim Manterfield: Who pays? Simon Mounsey: The swimmers. CSC will receive additional funds from each swimmer who is part of the DX programme.


Welfare Officer (Tracie Ward)

During the last year I have attended a Time to Listen and Safeguarding and Protecting 2 courses. I have also completed my Level 1 Teaching qualification which has led to a better understanding of any coaching, teaching, and swimming problems that may arise.

I attended the Derbyshire ASA AGM where I was subsequently appointed the County Welfare Officer for Derbyshire. On behalf of Chesterfield Swimming Club I also attended the East Midlands ASA AGM in Loughborough.

The role of Welfare Officer is a satisfying one that sometimes involves a great deal of commitment. There have been confidential issues needing my attention again this year, some more prolonged than others, most have now been resolved.
Currently Chesterfield Swimming Club has 56 CRB’d members. This number is significantly higher than last year’s CRB’d membership. If you receive a renewal form from the ASA please see me for verification so I can send it back to the ASA promptly.

I would like to draw parents’ attention to the importance of keeping me informed of any new or existing medical conditions, allergies or existing problems your swimmers may have. All information is confidential and only shared with the relevant coach and on a need to know basis only. This information is very important for the safety and well-being of all swimmers. My email address is tracie.ward@btinternet.com, and I am at Queen’s Park every fortnight running the shop if you would prefer to talk face to face, and my telephone number is 07857 690083.

If anybody has something they would like to discuss in confidence I am available and will do my best to help.

Questions: Sarah Gage. How often do you need to renew CRBs. Every 3 years.
Natalie Chawner-Wright paid tribute to Tracie Ward for her help with ensuring her daughter’s special needs are met.

Swim21 (Julia Brown)

Julia Brown reported that we were due to meet with Laura Campbell tomorrow to begin work on the next level of Swim21.

Fund-Raising/Social (Jamie and Sam Manterfield)

This last year started off with Sam and me taking the time to get squad photos, so that we could get calendars made and sell on to family and friends to raise money for the club. Getting everyone from each squad together with their coach was a nightmare but we got there and all the calendars sold. We then did this for Highfield Hall as well. We went up there every day and managed to get all the individual groups done.

We wanted to get in touch with swim schools within Chesterfield to see if we could interest any of them in becoming feeder clubs for Chesterfield SC as well as Highfield. The result was the swim school at New Whittington and Swim 1to1 at Hasland. Many of our own swimmers came from these swim schools and we keep getting swimmers now from these that come for trials and end up joining us.

I dread to think how many letters have been sent to companies around Chesterfield, one for the Summer Splash, one for the Christmas Open Meet and another for sponsorship in general. These get sent all year round, depending on the Meet that’s coming up for us. The main sponsor has been Gordon Lamb’s on Whittington Moor, who parked cars at the front of Queen’s Park at meets and had banners around the pool. Others included Bargainz, Express installations, East Midland Trains, Casa Hotel, Ark Veterinary Surgery and the GMB Union. Unfortunately this has been hard work, as no-one wants to give away their money in these hard times. Through GMB Union, we had a banner made (a rather large one) which is put up at meets where our swimmers sit so that we can advertise ourselves, as before we didn’t have anything, while other clubs did and now we have a bigger and better one than them.

During Open Meets and other events, we’ve organised a raffle with prizes from Yorkshire Wildlife Park, Buxton Opera House, a train excursion, as well as others donating prizes like whiskey and wine. At other times, instead of doing raffles (as getting prizes is like trying to get sponsorship) we do a 50/50 draw instead, which we’ve found works better.

Through the summer, we joined Sainsbury’s by collecting the vouchers they were giving away for the Active Kids promotion to people who shopped there and we asked if they would give these vouchers to the club. We managed to collect over 3000 vouchers and with these, we purchased two large lockable trunks to keep at Queen’s Park for the medicine balls and kickboards. Sainsbury’s have also chosen the club to receive some trees. We’ve been in touch with the Council to see where these could be planted and they’ve chosen the park, where they’ll be present, along with Sainsbury’s and we’ll need some swimmers there too, to help with planting them. Because Sainsbury’s will be there, we...
assume Derbyshire Times will be there, so this will help to promote the club. We’ll ask for swimmers when the trees arrive and a date has been set.

We have also took over from Sue Anderson doing the club’s lottery and this is still been drawn every month until June next year. This is a good fund-raiser and we’ll look at doing it again from July next year and see if we can get Highfield Hall involved as well.

Presentation night is arranged for Saturday 26th November this year. We didn’t want to do the same as last year when it wasn’t held until February, so it’s now at the right time and being held at the Winding Wheel. The ticket prices are the same price as before and we also have the magician back and the disco as well. That night we’ll also be holding a 50/50 draw.

Last of all it’s about grants that we have applied for. Unfortunately we’ve been unlucky but we do keep re-applying and finding new grants that we can apply for. While we’re waiting for a reply from one, we can’t apply to something else for the same project and that takes time before we can apply to the next one. Plus there are conditions for each grant, as well as it been a long application process on each one. But we’re getting there and hoping we’ll get somewhere soon.

Jamie explained the acquisition of fruit trees and that these would be planted in Brierley Park and that this could help towards a £400 grant from a local councillor.

Questions: Liz Richards. Do you plan any socials? Jamie Manterfield: We would like to. In fact one is in the pipeline for after the Christmas Meet (Water Polo). Possibly a Go-Karting day. Liz Richards said that she would be willing to help with arranging such an event. Julia Brown suggested something like the picnic/rounders day at Chatsworth Park would be good as all could get involved irrespective of age.

Natalie Chawner-Wright asked if there was a tariff of items for sponsoring the club. Her company (Sixt Rent-a-car) tends to sponsor things that way. Jamie explained the way they worked.

Workforce Development

Sue Anderson had stepped down during the year but was still leading the club in delivering courses (Lifeguarding, officials courses, L1 and L2 teaching/coaching courses). Sue had given the secretary a written guide for whoever succeeds her for putting on courses. Sue stressed that she would assist her successor.

Tracie Ward thanked Sue Anderson for doing the job with such enthusiasm.

Learn to Swim

No report

Constitution Changes proposed by the Committee

1. Passed unanimously
2. Passed unanimously

Membership and Training Fees for 2012

AG said that he didn’t see a need to increase the swimming fees for 2012 but proposed a 5% increase to membership to Cat 1: £39, Cat 2: £55,
Cat 3: £19.

There were various questions about the need for this increase which were answered by the committee.

Carried unanimously.

Appointment of Independent Accounts Examiner for 2011-2012

Tony Ball was proposed by Alex Gage and carried unanimously.

Election of the Committee to serve for 2011-2012

One nomination for each post and therefore all elected. New members Gary Stott and Sarah Stone.

Election of Honorary Members

One nomination. Sonia Jones. Carried unanimously.

AOB

None.

Meeting closed at 19:25.
Chair’s Report

I ended my report last year by saying the next twelve months were all about encouragement; enabling the head coach to do his job, attracting new members and new revenue streams.

The head coach has done his job. Mark introduced more water time for swimmers within the budget and has encouraged vastly improved attendance to all sessions resulting in a genuine uplift in team morale. This has translated into some very impressive achievements this season at county, regional and national level.

The role of head coach includes identifying opportunities to improve the overall standard of coaching within the club. This has extended to voluntary coaches being recruited from our older swimmers where a meaningful system is now in place as well as the introduction of Derbyshire’s only disability hub thanks to the hard work of Carla Bickerstaffe.

I noted last year how precarious the financial situation of the club was when this committee took over. To summarise progress; we have moved from a substantial loss in 2010 to a position of surplus in 2012. Successful fundraising and grant applications, coupled with a dedicated committee who ensure the club is carefully managed, have combined to ensure we provide value for money with a programme of swim development that is unrivalled in north Derbyshire.

I would like to recognise the commitment of all the volunteers within the club for helping to achieve this. Whether you help poolside, in the swim shop, on the committee or by supporting swimmers at events, your contribution is invaluable and appreciated.

Chesterfield Swimming Club is making its mark – with plans to improve the overall pathway from learning to swim to competition swimming across the Chesterfield area being considered, we can look forward to a very exciting twelve months ahead.

Ivan Haggar
CHESTERFIELD SWIMMING CLUB

BALANCE SHEET

At 31 August 2012

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<td><strong>10,713</strong></td>
<td><strong>6,925</strong></td>
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<td><strong>Net current liabilities</strong></td>
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<td><strong>(1,489)</strong></td>
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Represented by:

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<tr>
<td>Surplus brought forward as previously stated</td>
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<td>Adjustments from 2010 and earlier</td>
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<td></td>
<td><strong>(560)</strong></td>
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In accordance with your instructions I have prepared the attached balance sheet and income and expenditure account for the year ended 31 August 2012 and confirm that they are in accordance with the accounting records supplied to me.

A.M.J. Ball  Chartered Accountant
Sheffield
24 October 2012
CHESTERFIELD SWIMMING CLUB

INCOME AND EXPENDITURE ACCOUNT

For the Year ended 31 August 2012

<table>
<thead>
<tr>
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<th>2012 £</th>
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<td>Monthly fees</td>
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<td>In house gala sales</td>
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<td>Christmas meet</td>
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<td>Summer splash</td>
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<tr>
<td>One to one swims</td>
<td>26</td>
<td>208</td>
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<tr>
<td>External gala fee taken</td>
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<td>Grants</td>
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<td>Fund raising</td>
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<td>Total incoming resources</td>
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<td>165,404</td>
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<td><strong>Purchases</strong></td>
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<td>New starters</td>
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<td>Swimmers awards</td>
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<td>Shop purchases (adjusted for stock)</td>
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<td>9,887</td>
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<tr>
<td></td>
<td>17,600</td>
<td>15,864</td>
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<tr>
<td><strong>Direct Expenses</strong></td>
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<td>Social events</td>
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<tr>
<td>Miscellaneous expenses</td>
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<td>In house gala expenses</td>
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<td>National entry fees</td>
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<td>Open meet entry fees</td>
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<td></td>
<td>15,882</td>
<td>18,054</td>
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<tr>
<td><strong>Overheads</strong></td>
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<tr>
<td>Staff wages</td>
<td>67,376</td>
<td>59,575</td>
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<td>Pool hire</td>
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<td>Printing</td>
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<td>93</td>
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<td>Clerical expenses</td>
<td>228</td>
<td>422</td>
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<td>Committee expenses</td>
<td>321</td>
<td>428</td>
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<tr>
<td>Computer software</td>
<td>367</td>
<td>405</td>
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<tr>
<td>Staff training</td>
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<td>91</td>
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<tr>
<td>Bad debts</td>
<td>403</td>
<td>399</td>
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<tr>
<td>General expenses</td>
<td>(240)</td>
<td>73</td>
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<tr>
<td>Pool hire galas</td>
<td>5,443</td>
<td>2,451</td>
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<tr>
<td>Accountancy</td>
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<tr>
<td>Depreciation</td>
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<td>438</td>
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<td></td>
<td>134,698</td>
<td>131,626</td>
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<tr>
<td>Total expenses</td>
<td>168,180</td>
<td>165,544</td>
</tr>
<tr>
<td><strong>Surplus / (Deficit) for the Year</strong></td>
<td>5,384</td>
<td>(140)</td>
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</tbody>
</table>
Treasurer report 2012 AGM

We started 2011 with very low balance and had our work cut out to make sure we ended the year with positive balance. In November Mark joined us and reviewed the swimming programme reducing the pool time required.

Thanks to Fiona, Our Happy Christmas and Summer Splash Open Meets continue to help with finances as well as being great promotion for the club.

Thanks also to Sam and Jim with all their efforts in fundraising and applying for grants. This has meant we have been able to invest in new equipment; med-balls, swiss balls, resistance bands and stopwatches.

Thanks to Tracie and Sonia who have worked very hard and the shop makes a great contribution to the club’s accounts. If we had to pay them even a small amount for all the time they contribute we would not see any benefit.

I propose to keep membership fees unchanged for 2013, absorbing the increase in ASA affiliation fees of around 3%.

However, we do need to make an increase to monthly training fees to cover increased pool hire charges. We are currently negotiating new rates for both Staveley and Queen’s Park but have already had to deal with increases at Brookfield and Highfield Hall pools. The costs of maintaining Highfield Hall have also gone up, with chemicals being more expensive and new health and safety tests being required. Many thanks to John Sinclair for keeping on top of all this and continuing to attract more swimmers.

To contribute to these increased charges, I propose to add £1 to the price of monthly fees for each squad from January 2013. This is substantially less than the increases in our costs and also substantially less than inflation over the 26 months since the fees last changed in November 2010.

I also propose to include annual membership within the monthly amount paid by Highfield Hall and Sharks swimmers. This will help these members with cash flow in the New Year and also save considerable time and effort in collecting membership fees from this group.

On the advice of the Independent Examiner, some changes to the accounts for 2010 have been uncovered since last year’s AGM to correct discrepancies between the balance sheet and the profit and loss account. Although we have made a surplus in the year we have had the wipe it out to correct losses made prior to 2010. (see Independent Examiner’s comments)

We do need to build up some reserve but monthly fees paid were fairly constant except for January when swimmers decide whether to stay for another year, and August when we had to write off fees that were more than a year overdue. It is important for swimmers to pay fees promptly, monthly fees are due on the first of each month and everyone is expected to pay by standing order. It is not fair on the majority who pay on time. We still have too many members who owe the club money. We have upgraded the Sage software we can spread the responsibility of chasing debt among more of the committee.

I hope we have turned a corner and will be able to report some surplus next year and start to build a reserve for unforeseen circumstances and secure the club’s future.

Alex Gage
Treasurer
CHESTERFIELD SWIMMING CLUB

COMMENTS RE ACCOUNTS

The first principle when compiling year end accounts is a reliable balance sheet.

Each balance sheet consists of about 6 key figures.

1. The bank account which is taken as the balance as per the statement adjusted for any items which are known to be in transit.. e.g. cheques written out but not yet cleared.

2. The sales ledger which is taken to be the list of balances of who owes money.

3. The purchase ledger is taken to be the list of balances of who money is owed to.

4. A value for stock.

5. The value of fixed assets.

6. Any accruals which are estimates of costs incurred but for which an invoice has not yet been posted to the purchase ledger. (Accruals conventionally include any PAYE/NI not yet remitted)

Additionally there may be a few prepayments (say insurance premiums) and cash in hand balances.

Generally in any accounting system there is a nominal ledger with a control account for each of the above. If there is a difference between the control account and the actual list, reconciled balance or amount counted, then the actual figures are used in the accounts.

This approach was adopted for the 2011 accounts and the amounts on the balance sheet adjusted to match the details available. The differences were primarily between the control accounts for debtors and creditors and the equivalent list of balances. Additionally the bank balance did not reconcile. In doing the same for the 2012 accounts it appeared that some adjustments made for 2011 had to be reversed. It appears that there is some issue of timing between August and September with transactions appearing on the “wrong” side of the year end depending on which account they are in.

The balances at August 2010 were completely unreliable. There was for instance a VAT recoverable balance of over £8,000. The club is not VAT registered so this apparent asset could not exist. There was also a share capital account which again could not exist. The conclusion I have come to is that the position up to 2010 was much worse than was being reported and it is only now that all the doubtful amounts which were inherited have been stripped out of the system.

A.M.J. Ball  Chartered Accountant
Sheffield
24 October 2012
Secretary/Membership/Swim21 Report to 2012 AGM

Once again 2011-2012 was an extremely busy year for the club. The work has been productive and we have made significant strides forward on many fronts. Most of the work of the committee is documented in reports from other officers so I will not repeat those areas in mine.

Membership currently stands at 428. This is over 10% higher than 12 months ago and we now have more registered members than at any time in the club’s history. It is important to recognise the importance of the role played by John Sinclair, who is mainly responsible for attracting new members to the club in his role as Learn to Swim Manager. Mention should also be made of Gary Stott who joined the committee at the 2011 AGM and took on the role of Recruitment Officer. Gary brought to fruition a schools recruitment drive which was implemented last month. He and his family have recently moved away so we will be looking for someone new to take up the reins shortly.

This time last year I said that considerable improvement was necessary in retention of members at many levels of the club. This improvement has happened already within the competitive programme and important changes will be unveiled in the next couple of months that will allow far more swimmers to remain part of our programme once they complete their time at Highfield Hall. As a competitive swimming club, our aim is to perform at as high a level as possible. To enable this to happen, it is crucial we have a broad base of young swimmers entering the competitive part of the club. Unfortunately, in recent times we have only been able to run these squads on Sunday evenings; this simply isn’t convenient for everyone. Thankfully, we now have further options and will be able to offer a much wider choice from January. This should see membership grow significantly at this important stage.

During the year, we made changes to the way we run our Masters and Club Squads and introduced a scheme for members living away at University. These changes have proved to be popular and numbers involved in these squads have more than doubled.

During the year, we have had our swim21 accreditation revalidated as a Teaching Club. We have also gained new swim21 accreditations for delivering Skill Development Coaching and for our Masters programme.

Just under a year ago, in conjunction with Derbyshire ASA and Derventio eXcel, the club was able to re-establish the performance pathway, which had been unavailable for swimmers in the north of the county for two years. The first 12 months of this programme have run very smoothly and have benefitted all parties: the Performance Programme as a whole, this club and individual swimmers. Ten club swimmers are part of Derventio eXcel which helps them to reach their individual goals. The club also provides additional training opportunities for members of Rykneld, Matlock and Dronfield which helps those swimmers achieve their potential, improves the quality of sessions for our top squad and provides us with additional revenue.

I would like to pay tribute to all members of the committee who have contributed thoughtfully, cheerfully and so productively throughout the year. To my fellow Exec members: Ivan, Alex and Fiona, thank you for the prodigious investment of your time and energy to ensure the momentum gathered last year has been maintained and increased. Finally, congratulations to Head Coach Mark Tanner on a fantastic first year at the club. Let’s all keep it going.

Simon Mounsey
Secretary
Open Meets and Galas Report to the 2012 AGM

It’s been a very busy year AGAIN!

Since my last report we have run another two successful open meets and are preparing for the Happy Christmas Meet on 1/2 December. Summer Splash 2012 was our busiest summer meet to date. We have had some wonderful comments from visiting coaches, officials, parents and even swimmers regarding the organisation and atmosphere and we should all be very proud of that. These are very important events for our club in terms of opportunities for swimmers, reputation and also for the contribution they make to our finances.

Gerry McCardle has now retired from his post and I would like to thank him for his long service to the club and for supporting me so well in my role. Tim Doody has now taken over and I look forward to working with him.

It takes a big team to ensure everything goes smoothly on the day and I want to sincerely thank everyone who has been involved. I hope you have all found it rewarding and a little more stimulating than sitting on the balcony. We always encourage people to become involved and there will always be a job to suit.

We still need more people to consider qualifying as officials. We struggle with club champs because we still have so few. Even if you would not like to formally qualify as an official, you may enjoy timekeeping for club champs, time trials and even league and trophy galas. We can give you a quick lesson, supply you with a stop watch and off you go. This would then allow those who are qualified to concentrate on judging and assisting the referee. Pam Williams can find courses for those who are interested in officiating (as well as team managing, teaching and coaching), to know more about what is involved please do not hesitate to contact myself or any other of our judges.

In the past year we have competed in many more team competitions and I hope the swimmers have enjoyed these opportunities. We will continue to be involved with the Notts and Derbyshire Junior League (Diddy) and the Notts Stage Leagues and Trophy galas. We are represented on the committees of these competitions now which helps the communication process. We have also re-joined the Arena League which I stated as an aim at the last AGM.

It is for members to keep informed through all the methods we now use. The website, blog, noticeboards, Twitter and Facebook are useful tools but also, if you are not sure, just ask! We now have a new procedure for gala entries which will help ensure all our swimmers have sufficient opportunities to compete. It is essential this is followed and that members are familiar with the competition calendar.

Fiona Critchlow
Open Meets and Galas Secretary

27 October 2011
Head Coach End of Year Report

Firstly I would like to thank everyone at the club on the warm welcome I received at the start of November last year and for the continued support throughout the year. It has been a great year for the club and the progress made in all areas has been staggering and is greatly due to the efforts of the committee and various voluntary helpers in all areas of the club.

The first area for the club to be addressed was the use of current pool and facility time available to the club. This was changed dramatically at the start of February and was very well received throughout the club. The changes meant that less squads existed but with more water time per swimmer and that the opportunities available to the various levels of swimmer met what is recommended in the ASA’s/British Swimming’s LTAD plan.

The structure of Sunday evening Sharks classes was changed to promote a clear progression through the pool to deep water swimming. This was accompanied by the journey through swimming campaign which was very well received by parents and swimmers and is something we continue to promote.

The DX Chesterfield Hub was launched in December 2011. This has been successful in putting 1 non CSC swimmer in 2 DX National relay teams as well as helping 3 non CSC swimmers achieve Midland qualifying times. It has played a pivotal role in improving the ethos surrounding morning training and has helped many CSC swimmers through acting as training partners. It is also great to see the social links that have been formed between CSC and surrounding clubs which are clearly visible at local competitions. The programme has provided additional sport science support for many swimmers which would otherwise be unavailable as well as additional coach education opportunities. It has also given 3 of our swimmers the invaluable experience of swimming at National Championships which they otherwise would not have had.

Over the course of the year the club has picked up both Teaching and Skill Development Swim 21 accreditation highlighting the improved standard of the club and we now look to work towards Competitive Development accreditation in the future.

A great deal of credit is due for Carla who has launched the disability programme making CSC the only disability hub for swimming in Derbyshire and congratulations to her on becoming Disability Liaison Officer for DASA.

In the pool there has been a marked improvement in attendance across all squads and the mentality of both swimmers and parents is becoming that of a competitive swimming club. The ethos surrounding swimming at the club in both training and competition is something that has played a key role in the results we have gained this year. Those results over the course of the year have shown a dramatic improvement with achievements across all squads and at all levels. The most notable achievements follow:

- 85 County medals – 22 Gold, 33 Silver, 30 Bronze.
- 78 Regional long course qualifying times from 15 swimmers – 28 times from 8 swimmers in 2011.
- 4 National qualifying times – Jessie Westnidge 200 Freestyle (Semi), 200 Butterfly (Semi) & 800 Freestyle (3rd), Imogen Morris 200 Breaststroke (8th).
- 3 Representatives in DX relays at National Championships – Alana Simpson, Joseph Doody & Matt Mounsey.
- Imogen Morris selected for England Talent Development Programme Level 1.
• I myself was selected to coach on England Talent Development Programme Level 1.
• 119 Age Group Club Records.
• 11 Club Records.
• ?? Regional short course qualifying times

While we look to continue our growing success in the pool we add both the National Arena League and Derbyshire & Nottinghamshire Junior Swimming League competitions to our targets.

We are now working to improve the coaching standard and consistency at the club. We have been in close contact with representatives from the ASA about providing opportunities for both voluntary and employed coaches and this is an area we hope to greatly expand over the course of the next year.

We will also continue to look at providing the best opportunities for all squads throughout the year and this means continuously looking to improve: amount of pool time available, the quality of pool time available, the amount of gym time available, the quality of gym time available, the equipment/facilities available and the amount of additional support available.

Regular processes such as competition entries, squad moves, etc... are also under review to provide as smooth and pleasant experience with the club as possible. There has already been a new competition entry process introduced whereby entry forms and information are distributed via the blog which seems to be a successful method at the moment.

I would like to close by once again saying thank you to everyone who helps in making the club successful and I believe that there is still a lot more to come from Chesterfield Swimming Club.

Mark Tanner
Head Coach
Fund-Raising and Social Report

As mentioned at last year’s meeting, we are still sending out letters for sponsorship to companies in and around Chesterfield. These are for the summer splash and for the Christmas meet, but to no avail really. We did receive £45 from T L Killi’s this summer and we’re expecting £45 from Chesterfield’s disability shop for the Christmas meet.

Sam and I, along with Mark and Carla, were invited to attend the Mayor’s civic reception when the Olympic torch came through Chesterfield. This was because we’d secured a £1000 funding bid from Chesterfield Borough Council, through their Clubs for All Fund. We ended up having our photo in the Derbyshire Times. Through meeting the Mayor, he came to the club’s Summer Splash meet. He met swimmers plus gave out some medals and also met with officials during lunch.

Last year’s lottery raised £521 for the club, the same also went out in prizes. This year’s lottery will raise £444 for the club and also in prizes. We did try to get Highfield Hall involved, but there wasn’t any interest.

We collected Sainsbury’s vouchers again this year and thank you to all who handed them to us. With the vouchers we received bits of equipment for land-training use; two balance boards, skipping ropes, evasion belts and resistance belts. We didn’t opt for the trees though this year.

Mansfield Building Society awarded the club £200 out of their funding pot and in the same week we received a donation of £500 from Foxlow Liaison Group, which is based at Sheepbridge, through the councillor, David Stone.

Another grant we were awarded was from Derbyshire Community Foundation. This amounted to £762.23, so that the club could buy new equipment for the swimmers; 11 new medicine balls, four swiss balls, four 25m therabands and a heart-rate monitor.

Presentation night was very well attended last year and everyone enjoyed themselves. Let’s hope this year is well attended. More and more swimmers and families from the main club and Highfield Hall make the evening a success.

We’d like to thank everybody who took part in the organised Swimathon. The club raised £1,300 for Marie Curie Cancer Care and at the club champs the club raised £103 for Bluebell Wood Children’s Hospice.

Sam and Jamie Manterfield
Welfare Report to the AGM 2012.

Currently there are 63 members who have a current CRB, with another 4 pending with the ASA.

Next year 24 of the above members’ CRBs expire and they will need to re-apply. Currently CRBs are valid for 3 years. If you are in this group the ASA will send you a new form to complete. Please see me when completed so I can again validate your form and return it to the ASA.

I would like to urge all members to become CRB’d. These are free to club volunteers. The club runs on volunteer help and more helpers are always needed whether it is chaperoning, team managing, handing out squash at galas and help is always required in other areas of the club, but you will need to be covered by a CRB. If you feel able to offer some time, even if it is just an hour or so, please see me and I will give you a form to complete.

It is important that if your child has a problem with asthma, ADHD, dyslexia, etc, that we are made aware so our coaches can put strategies in place to enable your child to get the most out of their training. Also if your child has a strong allergic reaction and may carry an Epipen please let me know. You can contact me on tracie.ward@btinternet.com or come and see me at the club shop or after the meeting.

Tracie Ward
Welfare Officer
Workforce Development End of Year Report 2011/2012

I took on the role of Workforce Development Officer last November, just as the doors opened for the registration of our first ASA Level 2 Aquatics Teaching Certificate course at Highfield Hall scheduled for February. This was a new venture and although fraught with many obstacles and a steep learning curve on my part it ran successfully. Five full days of study utilising the school premises at Highfield Hall and the swimming facilities and four Sundays at Queen’s Park is a lot of commitment. My thanks go out again to those who gave so much of their time to facilitate this. Two out of the ten candidates were our own members who completed all the course requirements and received their Level 2 Teaching Certificate. Many of our younger members have since been benefiting from their valuable experience as competitive performance swimmers themselves and now as competent teachers.

One of my first jobs was to register Chesterfield Swimming Club with the IOS, the Institute of Swimming which is the national body responsible for training, seminars and course administration for all the swimming disciplines. This enables us to secure places on courses and seminars in our local area and gives us access to their online learning platform. Their website keeps us up to date with training developments within the sport. Club bookings through the IOS can often be obtained at a discount.

In March seven club members attended our own Team Managers Module 1 training course and we are now benefiting from their expertise and confidence on the poolside at Open Meets and more recently on the coach trip to The Arena Gala at Loughborough, giving parents much needed reassurance when leaving their swimmers in the care of the club.

The majority of our Judge 1 candidates from last year completed their courses and became licensed by the end of 2011. In April four of these then embarked on their ASA Judge Level 2 Certificate. Many poolside hours of experience have been gained at all meet levels from Junior League to Midland Championships. These trainee Judge 2s have finished their mandatory work experience and it will not be long before they are awarded their licences. Whilst we are gradually building a talented and diversified volunteer workforce there are still many roles to be filled when our Open Meets come around.

Jamie Manterfield has contributed a significant number of volunteer hours at training and galas and achieved his ASA Level 1 Teaching and Level 1 Coaching Qualifications, together with his Team Managers Module 1 Certificate and his award in Safeguarding and Protecting Children. He makes a very familiar and competent helper on poolside.

Two coaches renewed their Safeguarding and Protecting Children award and John Sinclair renewed his Pool Operators License this year to enable us to keep the Learn to Swim program running at Highfield Hall.

Many thanks to everyone undergoing training and to those helping to run the courses themselves, it’s a team effort once again and our Swimming Club would be a poorer place without you all.

Pam Williams
Workforce Development Officer
### Annual Membership Fees 2013 (Renewals)

<table>
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<th>Category</th>
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<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
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<td>Non-Swimmer (Parent / Helper)</td>
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<td>£13.00</td>
<td>£3.00</td>
<td>£2.00</td>
<td>£1.00</td>
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</tr>
</tbody>
</table>

### Annual Membership Fees 2013 (New Members)

<table>
<thead>
<tr>
<th>Category</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive Swimmer</td>
<td>£55.00</td>
<td>£53.00</td>
<td>£51.00</td>
<td>£49.00</td>
<td>£47.00</td>
<td>£45.00</td>
<td>£43.00</td>
<td>£41.00</td>
<td>£39.00</td>
<td>£6.00</td>
<td>£4.00</td>
<td>£2.00</td>
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<tr>
<td>Non-Competitive Swimmer</td>
<td>£39.00</td>
<td>£37.00</td>
<td>£35.00</td>
<td>£33.00</td>
<td>£31.00</td>
<td>£29.00</td>
<td>£27.00</td>
<td>£25.00</td>
<td>£23.00</td>
<td>£6.00</td>
<td>£4.00</td>
<td>£2.00</td>
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<tr>
<td>Competitive University Swimmer</td>
<td>£42.00</td>
<td>£41.00</td>
<td>£40.00</td>
<td>£39.00</td>
<td>£38.00</td>
<td>£37.00</td>
<td>£36.00</td>
<td>£35.00</td>
<td>£34.00</td>
<td>£3.00</td>
<td>£2.00</td>
<td>£1.00</td>
</tr>
<tr>
<td>Non-Competitive University Swimmer</td>
<td>£26.00</td>
<td>£25.00</td>
<td>£24.00</td>
<td>£23.00</td>
<td>£22.00</td>
<td>£21.00</td>
<td>£20.00</td>
<td>£19.00</td>
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<tr>
<td>Non-Swimmer (Parent / Helper)</td>
<td>£19.00</td>
<td>£18.00</td>
<td>£17.00</td>
<td>£16.00</td>
<td>£15.00</td>
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<td>£1.00</td>
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</tbody>
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### Squad Training / Lesson Fees 2013

<table>
<thead>
<tr>
<th>Squad</th>
<th>National</th>
<th>Regional</th>
<th>County</th>
<th>Development</th>
<th>Sharks</th>
<th>Highfield Hall</th>
<th>Comp Masters</th>
<th>Fitness Masters</th>
<th>Club Squad</th>
<th>Highfield Adult</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount payable monthly</td>
<td>£70.00</td>
<td>£56.00</td>
<td>£49.00</td>
<td>£36.00</td>
<td>£31.00</td>
<td>£26.00</td>
<td>£26-£66*</td>
<td>£26-£46*</td>
<td>£26-£46*</td>
<td>£28.00</td>
</tr>
</tbody>
</table>

### Notes:

- Annual Membership fees are payable by every member on 1st January each year. These fees include an annual subscription to the ASA which is a requirement of club membership.
- Where there are two or more swimmers in one family, total family membership fees for 2013 may be paid in two equal instalments on 1st January and 1st February.
- Every competitive swimmer (ASA Category 2) under the age of 18 must have a parent/guardian who is also a member.
- For new members joining during the course of 2013 the rate applicable is shown in the table above according to the month of commencing participation. These fees include an annual subscription to the ASA which is a requirement of club membership.
- Every competitive swimmer (ASA Category 2) under the age of 18 must have a parent/guardian who is also a member.
- Monthly fees are payable by Standing Order, direct bank transfer or cheque only.
- Training/lesson fees are payable in full on the first day of every month including during holidays and scheduled breaks in training.
- Refunds are not given for missed or cancelled sessions. Where a session has been cancelled, the club will try to provide a suitable replacement session but, in practice, this is often impossible and rarely achievable for squads swimming more than once per week.
- Collection of training fees will be suspended in cases of long-term injury or illness (eg broken leg). In such cases, both the coach and Treasurer (treasurer@chesterfieldscc.co.uk) must be informed at the start of the period of absence.
- One month’s notice (or a month’s fees in lieu) are required to terminate membership.
The members listed below were nominated, proposed and seconded for the positions indicated. Each has confirmed their willingness to take on the position. There were no further nominations.

**Nominations for Executive Officers**

1. Chairman: Ivan Haggar
2. Treasurer: Alex Gage
3. Secretary: Simon Mounsey
4. Open Meets and Galas Organiser: Fiona Critchlow

**Nominations for Committee Members**

1. Marie Collins
2. James Manterfield
3. Sam Manterfield
4. Laura Salt
5. Caroline Smith
6. Tracie Ward
7. Pam Williams