

**SWIMMING NEW SOUTH WALES LTD.
SINCE 1896**



MINUTES

**FIFTY SEVENTH
ANNUAL GENERAL MEETING**

SATURDAY 23 JULY 2022

**COURTYARD BY MARRIOTT
NORTH RYDE
7-11 TALAVERA RD NORTH RYDE
& ZOOM WEBINAR**

MINUTES
FIFTY SEVENTH ANNUAL GENERAL
MEETING SATURDAY 23 JULY 2022
COURTYARD BY MARRIOTT NORTH RYDE
& ZOOM WEBINAR

PRESENT

LIFE MEMBERS

Cliff Harris OAM

BOARD OF DIRECTORS

Chris Fydler OAM (President) Benjamin Tuxford Graham Towle OAM Ian Thorpe AM

Kerryn Divall Janelle Barnett Mark Payne Sarah Platts

Mark Heathcote
(CEO)

AREA DELEGATES

AREA	DELEGATE	AREA	DELEGATE
ACT	Bob Alford	Coast & Valley	Norman Roberts
North Coast	Ann Pilkie	New England & North West	Brian Coombs
Southern Inland	Tom Murphy		

CLUB DELEGATES

CLUB	DELEGATE	CLUB	DELEGATE
Aquablitz Toongabbie	Brad Fahey	Bankstown Sports	Neil Rogers
Bellingen	Jo Hodgson	Canberra	John Skene OAM
Chifley	Malcolm Cazier	Gunnedah	Karen Coombs
Kempsey	John Miall	Ku Ring Gai	Graeme Field
Laurieton	Jason Sawyer	McCredie Park	Dennis Browning
Merrylands	Peter Johnston	Nepean Aquatic	Lydia Debrincat
Parkes	Barbara Weaver	Ripples St Marys	Lyndon Heslop
Ryde Carlile	Dianne Seary	The Hills	Graham Taylor
Tuggeranong Vikings	Lorraine Alford	Twin Towns	Faye Rowles
Warringah Aquatic	Ariel Darley	Wagga Wagga	Kayleen Murphy
Wests Illawarra	Richard Smith	Woodenbong	Jennie Riley

VISITORS

Chris Myers

Josh Karp

Lyn Connell

Margaret Gregson

Allan Gregson

Kathy Gregson

Gloria Wiegmann

APOLOGIES

Lynn Lonngren

1. WELCOME

At 10.05am the President, Chris Fydler, declared the 57th Annual General Meeting open. Chris extended a welcome to the Delegates and acknowledged the Traditional Owners of the land, the Wallumedegal people, on which the event took place, he paid respects to Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander people present.

Chris acknowledged that a quorum for the meeting was 20 Clubs and this has been reached.

Chris then noted that the apologies for the meeting would be as per noted in the sign on sheets or the Q&A section for those online.

Chris then made mention of those members who had passed during the year: Pat Troy – Swimming NSW & Swimming Australia Life Member, Gary Winram – Australian Olympian & Coach, George Cunningham – Life Member of Metro South West, Bruce Steed – Australian Team Manager and Margaret Spurway, Life Member of Mountains & Plains.

Chris requested a silent remembrance to those members.

BUSINESS

2. MINUTES

2.1 Moved and Seconded that the Minutes of the 56th Annual General Meeting of Swimming NSW held on 24th July 2021 be taken as read.

CARRIED

2.2 Moved and Seconded that the Minutes of the 56th Annual General Meeting of Swimming NSW held on 24th July 2021 be accepted as a true and correct record.

CARRIED

3. ANNUAL REPORT

3.1 The President presented the 125th Annual Report for the period 1 April 2021 to 31 March 2022

Chris Fydler reported that like last year, the 2021/22 year had been a season of many challenges and significant changes as the sport had again been stopped due to an extended COVID-19 lockdown and then just as that had lifted the East Coast suffered an incredible rain event with major flooding occurring across large parts of the state which caused personal distress for many of our members. Chris thanked all of the coaches, pool managers, clubs, athletes, parents and technical officials who had been unfaltering in their persistence to keep the sport running over the last 12 months.

Despite the shortened season and ongoing challenges in conducting the sport, Chris felt it was important to highlight the hard work and positive achievements of our organisation and members. Much was still achieved in areas of participation, performance and partnerships.

An important achievement of the organisation this year had been the release of the Swimming NSW 2022-2032 Strategic Plan. The plan outlines SNSW's realistic objective to become the number 1 swimming state in Australia in both participation and performance as we head toward the Brisbane Olympic Games.

Our mission is "to provide opportunities and pathways to enable everyone to enjoy swimming and develop the potential of all participants."

Despite the effects of COVID and floods, SNSW was pleased to report that our membership has remained stable at 27,512, a 0.4% decrease year on year. This means that the membership across the two years of COVID-19 had remained stable. As a key pillar in our strategic plan, SNSW would continue to invest and innovate in this area to grow the memberships of our clubs across the state.

Chris noted the results at the recent National Age Championships and Australian Swimming Trials which had again demonstrated an improved performance from NSW athletes and he congratulated all of the swimmers & coaches who had earned selection onto the National Teams.

Chris highlighted the increased investment in Regional areas of NSW with the appointment of former Olympic Coach Greg Salter to assist in coaching development in Regional NSW and the creation of a new performance Hub at University of Newcastle which would be launched in the next couple of months.

Chris then thanked Swimming NSW's commercial partners for their ongoing support: Hancock Prospecting, Speedo, Courtyard by Marriott North Ryde, NSWIS, the NSW Office of Sport and Wylas Timing who had all supported SNSW during a difficult year for all businesses.

At a national level, the last 12 months had seen the appointment of a new President, Tracy Stockwell, and new CEO, Eugenie Buckley. Both of these appointments are well qualified and experienced leaders in our sport and SNSW have confidence in their stewardship at a national level.

Chris then thanked his fellow directors of SNSW for their continuing contribution and strategic advice to the CEO and his team. Importantly, Chris acknowledged the contributions of Mark Payne who was retiring from the Board at the 2022 AGM. Mark had served the organisation for over 13 years. Originally, as a member and Chair of the Audit & Risk committee, Mark had also been a valued member of our Board for 11 years. Chris thanked Mark for his dedication and professionalism over this time and particularly his stewardship of the A & R Committee providing reliable and stable financial performance for our organisation.

The achievements of the organisation through 2021 and 2022 had been dwarfed by the larger social challenges presenting to many of our members today, it was important to recognise the amazing contribution of the CEO Mark Heathcote and the dedicated SNSW staff. Throughout this troubled period, our committed staff had continued to work hard and creatively to ensure we are best positioned to continue and grow our sport as safely and fairly as we have been allowed. Despite three years of unprecedented disruptions, the sport remains in a sound financial position to deliver the services required to our members.

And finally, and most importantly, Chris extended a massive thank you to all of the volunteers, officials, coaches, members and their families who have continued to provide the amazing support, flexibility and understanding for our organisation as we navigated the natural disasters and changing COVID rules that this year has presented.

The CEO, Mark Heathcote, then gave his report which further highlighted the following Operational aspects: -

- Highlighted the new Swimming NSW Strategic Plan "Many Dreams, One Passion" and its Vision for Swimming NSW to be the #1 Swimming State in Performance & Participation.
- Highlighted how the 2021-22 year had been another challenging year with another significant lockdown period affecting large parts of NSW for several months.

- The Board and Management had worked extremely hard to ensure that Swimming NSW led the way both in terms of the sport's recovery and ensuring that it wasn't left behind as restrictions eased.
- All of the aquatic industry had worked together to ensure that indoor pools opened at a similar time to outdoor pools and he was proud of how the Swimming community worked together to navigate through this difficult period.
- Extended his appreciation to the members who have supported SNSW this year, by renewing their memberships, attending events and supporting their local Clubs and Areas.
- Despite the extended lockdown that Swimmers in NSW experienced, the coaches and athletes were resilient and adaptable and again improved the NSW Gold Medal count at the National Age Championships in Adelaide.
- At the Australian Championships in June, 35 NSW swimmers were selected onto the various National Teams (Para & Able-bodied) along with seven Coaches.
- Launched the new online "Club House" which is the first of its kind for the sport of swimming and aims to be a one stop shop for how to run your Swimming Club.
- In January we secured an agreement with Blacktown City Council, Australian Catholic University and Blacktown City Swimming Club that would see Swimming NSW run the Squad program at the Centre. Like the SOPAC Hub, the funding for the ACU Blacktown Hub comes entirely from external sources and no SNSW member funds contribute to either program.
- Redeveloped the Swim League product to allow Clubs, Areas, Schools and other Aquatic bodies to run their own Swim League events.
- After initially predicting membership falls of up to 20%, SNSW was pleased to report that its membership had remained stable at 27,512, an 0.4% decrease year on year. Meaning the interruptions of the last two years had had minimal impact on membership numbers.
- Noted that SNSW had introduced some new membership categories which were more aligned to an individuals level of participation in the sport and these had been well received by the Clubs and Members.
- The work of the Coach Leadership team in educating, developing and mentoring NSW Coaches across the State. Noted the retirement of Ron McKeon and thanked him for his 30 years involved in the sport and outlined the work that Leigh Nugent had been doing since he replaced Ron.
- The Technical Swimming Committee had run several webinars to maintain engagement with our volunteers and also provide various educational opportunities for them.
- The continued implementation of Online Technical Official modules which now boasted almost 5000 unique candidates
- The continued work of the Company's Standing & Management Committees
- Thanked the members of these Committees for their fantastic contributions
- Congratulated Ian Thorpe AM on being elevated to legend status in the Sport Australia Hall of Fame.

- Congratulated Winners and Finalists in the NSW Champions of Sport Awards, Sport NSW Community Sport Awards, NSWIS Awards and Swimming Australia Awards.
- Congratulated the NSW swimmers, coaches and managers who represented Australia throughout 2021-2022 & wished those competitors who were about to compete at the 2022 Commonwealth Games all the best for the competition.
- Gave special thanks to Chris Fydler and the Board of Directors with special acknowledgment to Mark Payne who was retiring after over 10 years on the Board.
- Mark also thanked all of the SNSW Staff, Club and Area representatives, technical officials, parents and swimmers

In closing Mark reiterated the challenging year for Swimming NSW and its members, but they looked forward to rebuilding the sport in the year ahead. The new Strategic Plan marked the start of a new era for the sport in NSW as we head towards the 2026 Commonwealth Games & 2032 Brisbane Olympic & Paralympics.

3.2 The CEO presented the Financial Statements, highlighting the following:

- A Group Operating profit of \$86,777
- Consolidated Entity with accumulated funds totaling \$2,444,693
- Total Current Assets of \$2,500,951

Mark reported that Swimming NSW recorded a profit for financial year of \$100,321 out of ordinary operations. This was a great result given the financial strain that the organisation was placed under due to COVID-19 that forced the cancellation of our Winter season and that had also impacted the start of the Summer Season.

Cash & Cash Equivalents for the Consolidated Entity were \$1,832,163 and the increase in cash was mostly due to financial support from the State and Federal Governments in the form of JobSaver, Payroll Tax relief and Recovery Grant Funding and this has helped put SNSW in a good position as we return to normal operations.

Mark reported that the successive lockdowns that have occurred over the past two years had not only impacted the Company's revenue streams but it also meant that SNSW hadn't been able to run many of the Coach & Athlete & Technical Official development activities that would ordinarily occur during the Winter Season which had contributed to the profits that had been achieved over the last two years. As SNSW had now returned to normal activities the Company had begun investing back into our Swimmers, Coaches & Technical Officials at pre COVID-19 levels.

Mark noted that SNSW had been monitoring the inflationary pressures that were being experienced across Australia specifically with the view to managing our operational costs as much as possible in order to maintain the current fee levels for members. The strong financial position that the Company had maintained over the last two years would allow Swimming NSW to do this.

Finally, Mark reported that the SNSW investment with Swimming Australia's Investment Fund, which was managed by Escala Partners, grew to \$883,306 as the markets stabilised somewhat throughout the year. The unrealised loss on this investment of \$13,544 combined with the net profit gave us an overall profit for the year of \$86,777.

Malcolm Cazier from Chifley Swimming Club raised a question regarding Swimming NSW's Squad operations at Blacktown & SOPAC. Malcolm noted that he understood that the agreements with the parties covered the costs of the coaches at the programs but wanted to know if Swimming NSW member funds were being used by the programs through the utilisation of Swimming NSW staff for administration purposes and also Swimming NSW's IT and financial systems.

Mark explained that when Swimming NSW entered into the applicable agreements, provision had been made for administration cost for the programs. Such cost would be covered by the other parties. This arrangement ensured that the coaching staff and administration costs the squad operations were still a net contributor to Swimming NSW.

Mr Cazier raised a second question as to why Swimming NSW had chosen to support these specific Clubs rather other Clubs and that appeared that Swimming NSW was favouring these Clubs over all others. Mark explained that, other than a being a member, Swimming NSW provided no direct commercial contribution to either SOPAC or Blacktown Swimming Clubs. The agreements relating to these initiatives were with Sydney Olympic Park Authority, Blacktown City Council & Australian Catholic University. The two Clubs operated like all other Clubs across the State and with no additional support from Swimming NSW.

Finally, Mr Cazier questioned whether it would be better if these coaches were employed by the Councils or other Leisure Management companies. Mark noted that in specific key locations it was better that coaches were working towards the objectives of Swimming NSW rather than objectives of local Councils or Management Companies, which were often not aligned. Mark explained that Swimming NSW would only be able to achieve the objectives outlined in its new Strategic Plan if infrastructure partners were aligned with the strategy of Swimming NSW and they had been able to achieve this through these two arrangements as well as the Performance Hubs at the AIS and soon to be started Hub at Newcastle.

It was then Moved and Seconded that the 124th Annual Report be adopted.

CARRIED

It was then Moved and seconded that the Financial Statements be adopted.

CARRIED

4. APPOINTMENT OF AUDITORS

It was Moved and Seconded that Ernst & Young be appointed Company Auditors for the 2022/23 financial year.

CARRIED

5. DECLARATION OF DIRECTORS

In accordance with provisions of the By Law 11 (I) the declaration of the poll was undertaken.

Commencing on the 1st May 2022 online voting memorandums were posted out periodically to 254 eligible members. The online voting period lasted for six weeks commencing on Monday 6th June 2022 and concluding on Monday 18th July 2022. By close of voting a total of 34 members had voted.

Of the 34 member votes received for Directors there were no votes that were deemed informal.

The following Directors were elected for a 3-year term: -

- Kerry Divall
- Graham Towle OAM

Mark Heathcote extended a thank you to all the Member Associations who had voted in the elections and congratulated Kerry and Graham on their reelection to the Board.

6. PRESENTATION OF SERVICE EXCELLENCE AWARDS

The recipients of the 2022 Service Excellence Awards were announced and presented by various Directors: -

- Gloria Wiegmann
- Graeme Field
- Bob McEvoy
- Margaret Gregson
- Allan Gregson

The President expressed his thanks to the Presenters and congratulated the recipients.

7. MEETING CLOSURE

Chris Fydler then thanked everyone for their attendance and then closed the meeting at 11.09am.
