

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



**swimming**  
new south wales

**MINUTES**

**STATE FORUM**

**SATURDAY 23 JULY 2016**

**PULLMAN HOTEL, OLYMPIC BOULEVARD,  
SYDNEY OLYMPIC PARK**

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STATE FORUM  
SATURDAY 23 JULY 2016  
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SYDNEY OLYMPIC PARK**

**PRESENT**

**LIFE MEMBERS**

Neil Rogers                      Patrick Troy

**BOARD OF DIRECTORS**

Graham Towle                  David Goff                      Janelle Barnett                  Mark Heathcote (CEO)

**AREA DELEGATES**

<b>AREA</b>	<b>DELEGATE</b>	<b>AREA</b>	<b>DELEGATE</b>
ACT	Bob Alford	Coast & Valley	Russell Waugh
Metro South East	Simon Watkins	Metro South West	Richard Galea
Mountains & Plains	Colin Touzell	North Coast	Ann Pilkie
South Eastern	Sue Worthington		

**CLUB DELEGATES**

<b>CLUB</b>	<b>DELEGATE</b>	<b>CLUB</b>	<b>DELEGATE</b>
AquaBlitz Toongabbie	Jeff Andree-Evarts	Ballina Indoor	Anthony Johnson
Canberra	John Skene OAM	Cherrybrook Carlile	Anthony Miller
City of Sydney	Luke Finn	Kempsey	Margaret Jopling
East Maitland Olympic	Judith Duma	Lane Cove	Kylie Beattie
Laurieton	Margaret Cornall	McCredie Park Aquatics	Dennis Browning
Merrylands	Peter Johnston	Novocastrian	Mark Jones
Parkes	Barbara Weaver	Parramatta City	Graham Taylor
Peakhurst	John Owen	Revesby Workers	Phil Wilkie & Gail Cauchi
Ripples St Mary	Glyn Stockley	Sans Souci Sea Devils	Sharon Fulcher
Sydney University	Samantha Gardner-Wade	Singleton	Debbie & Gareth Fleming
Twin Towns	Faye Rowles	Woodenbong	Jennie Riley

**VISITORS**

Jarrold Anthony	Lyn Connell	Michelle Johnson	Pam Weste
Josh Karp	Narelle Duggan	Sarah Koen	Kerrie-Anne Anstis
Peter Lozan OAM			

## **APOLOGIES**

Cliff Harris OAM  
Greg Towle

Suzanne Bergersen  
Mark Payne

Steve Traplin

Lynn Elliott

## **PRESENTATION No. 1**

The CEO announced, and Graham Towle presented the banners to recognise the Top Ten point scoring clubs through Swimming NSW Championships conducted between 1<sup>st</sup> April 2015 and 31<sup>st</sup> March 2016.

The top ten clubs were:

1. Cherrybrook Carlile
2. Carlile
3. Trinity Grammar
4. Abbotsleigh
5. SOPAC Swim Club
6. Campbelltown
7. Knox Pymble
8. Ravenswood
9. Tuggeranong Vikings
10. AquaBlitz Toongabbie

## **PRESENTATION No. 2**

**Junior Dolphins Program – Sarah Koen (Swimming NSW) & Bruce Horlyck (Parramatta City SC)**

Sarah Koen briefly introduced the Junior Dolphins program concept and explained that 35 NSW clubs took part in the pilot season last year, viewed by Swimming Australia as an important development tool for the future of the sport in the country.

Sarah explained that the Junior Dolphins membership itself must be totally free and this is something that may discourage some clubs based on their financial position but despite this the long term benefits for Clubs should outweigh any short term financial loss.

Sarah noted that Learn to Swim schools are now also able to take part in the program. Swim Clubs can work with these schools to involve them in their own programs while still being part of the LTS school, rather than 'steal' them away – the relationship can be mutually beneficial.

Sarah then introduced Bruce Horlyck from Parramatta City SC, who had come to present a real-life situation of the program which the Club trialed in the 2015-16 season. He spoke about the club background, vision, size and policies, in order to create a context for their use of Junior Dolphins pilot program last season. Bruce explained the Club used it as a promotion tool; i.e. “come along again next year, it’s free” and found it led to much better retention than previous years.

Parramatta offered a Junior Dolphins carnival to a small number of clubs in their area which was well received. Sarah attended and confirmed it was a fantastic and successful day. Bruce noted that Swimming NSW had organised Jessicah Schipper to attend the event which attracted participants. He then went through a slideshow of photos from the day, emphasizing the importance of fun over performance, which is the essence of the Junior Dolphins concept. Bruce explained that, at the outset, the club physically tested the participants and put each one into groups based on ability. This was for safety reasons – he emphasised that the kids were never aware of the ‘levels’, which correlated with the aim of fun over performance.

Bruce summarized that the carnival cost a small amount, and likewise the club lost a similar amount from memberships, but it was far outweighed by the benefits from that year alone. He firmly believes there are many long-term benefits to the program.

Bruce then answered any questions the clubs present had regarding the program. Bruce was then thanked for attending the Forum and giving his presentation.

### **PRESENTATION No. 3**

#### **Swimming Australia’s Safe Sport Framework (SSF) – Sarah Koen (Swimming NSW)**

Sarah Koen introduced the Safe Sport Framework as a Swimming Australia initiative about keeping all people in sport safe, i.e. not just limited to swimmers, and/or people under the age of 18.

Sarah outlined the four sections that would be discussed during the presentation. She began speaking about the framework itself, explaining that it has been implemented because all perpetrators are opportunistic, and abuse is usually done by somebody that the victim knows, which means it can be prevalent within the sporting environment. Those present then listed times or situations that might present as a risk factor for this type of behaviour to happen. Sarah then discussed:

- Creating a child-safe environment based on strong club policies and procedures; makes it difficult for a perpetrator to offend
- It is not an MPIO’s position to resolve a situation, but instead only to absorb the information from the member(s) in safe environment and provide advice. Acting on perceived negative behaviour early is also essential. Nothing has to have

happened at this stage – it is still the time to act. If something is suspected, the club's MPIO, or anyone, can communicate directly to Swimming Australia. It is often good to keep it from other people but in some situations it could be more important to tell one or two other people in positions of authority (PPA's)

- The recommendation of adopting a club Code of Conduct
- Being proactive in dealing with instances that might prevent opportunities for a perpetrator, i.e. a club camp, club end of season party etc.

The meeting then conversed over issues around Coaches and PPA's rights and responsibilities with members of their Club. It was summarised that any PPA (not just coaches) can be a perpetrator and Clubs & Areas need to do their best to ensure the Framework can be implemented with their own situation.

Sarah took the meeting through two example case study examples, invoking discussion across the room regarding what is, and is not appropriate in terms of the relationships formed between a Coaches, Parents, Volunteers and Swimmers.

Sarah then answered any further questions the Clubs present had regarding the SSF and was then thanked for giving her presentation.

#### **PRESENTATION No. 4**

##### **'Dive Right In' Membership Campaign – Michelle Johnson (Swimming NSW)**

Michelle Johnson introduced the Swimming NSW/Swimming Australia 'Dive Right In' campaign as a tool to build on the excitement and increased exposure for Swimming as a result of the upcoming Rio Olympics & Paralympics. Michelle then provided the Forum with an updated on the latest developments, including:

- Swimming Australia had called for expressions of interest and numerous Clubs in NSW had registered. Registrations were still open if any further Clubs wish to get involved.
- A Swim Finder tool was being developed by Swimming Australia, which allows people to search for pools and clubs online, which has priority listing in a Google search. Michelle detailed the specifics of the tool with the use of screenshots, displaying its interface and ease of use.
- Clubs were encouraged to run "Come and Try activities" for new swimmers to immerse themselves in the Club experience and hopefully then join as a member.
- Highlighting the importance of Clubs ensuring the prospective member feels very welcome from the outset.

Michelle then answered any questions the Clubs present had regarding the campaign. Michelle was then thanked for giving her presentation.

## **PRESENTATION No. 5**

### **Club Health Checklist Workshop – Sarah Koen (Swimming NSW)**

Sarah introduced the Workshop, highlighting that the Australian Sports Commission's Club Health Checklist has been used as a tool to help Swimming NSW understand different Club's specific strengths and areas for improvement and to help Swimming NSW better understand the challenges Clubs may face, with the view to providing better resources to help Clubs overcome these.

Sarah outlined the key challenges based off the results of the Club Health Checklist reports completed by Clubs, and highlighted 'governance' as a particular issue. For this workshop, 'Planning' was listed as the focus as this was also seen as a common issue, and Sarah noted it is essential to building long term success at a club.

Clubs completed a worksheet as Sarah defined and explained the following points regarding planning:

- Vision
- Mission Statement
- Core Values
- Objectives
- Outcomes – a specific example of the objective

The meeting agreed this kind of work could be taken back to their Clubs and discussed with the Committee in order to form a long-term plan.

Sarah then moved onto the club culture part of the presentation. She highlighted that all clubs have volunteers and it is essential to empower these volunteers to create a culture – without these volunteers creating a culture, there is none. Sarah detailed an example of the culture of the New Zealand All Blacks rugby team, and how snippets of this example can be applied into a swim club culture.

Sarah then returned to speaking about the role of volunteers and outlined the reasons why people volunteer, and the challenges facing clubs in their attempts to recruiting and retaining volunteers, using statistics to aid this.

Sarah then concluded with a story about FilOz Triathlon club and highlighted how their community culture helped them grow quickly and become a successful triathlon club with so much potential.

Sarah then answered any questions the Clubs present had regarding the Check and the representatives. She was then thanked for giving her presentation.

## **FORUM CLOSURE**

Swimming NSW Director, Graham Towle thanked everyone for their attendance and contributions, and reminded those present about the Technical Officials Dinner and Technical Official Forum taking place tonight and tomorrow respectively, and then closed the Forum at 3.28pm.

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