



Swim England

Hertfordshire



**ANNUAL REPORT**

**2018-2019**

## General

This annual report covers the year from April 2018 to March 2019. The Annual Council Meeting takes place in July, with the county financial year end being 31<sup>st</sup> March.

The format of the annual report has been changed this year, to provide a governance report rather than including reports on the competitions which have taken place within the year. Full reports on the competitions will be published on the website in a timely fashion following the event, rather than waiting for the annual report.

The Management Board has met four times in the year to oversee the development and delivery of swimming within the county. There were four vacancies on the Management Board following the Annual Council Meeting 2018. Deborah Huggett resigned during the year, and Jonathan Pope was co-opted to the Management Board. There is no doubt that the management of the county affairs would be better served with a full complement of Board members. At present the governance of the county lies in the hands of eight members of the Management Board – this is not ideal in any way. There are only four meetings (2 hours maximum), plus the Annual Council meeting, and so the time-commitment is minimal. It would be SO helpful have a full complement of members and be able to share the load and responsibilities. It is hoped that the vacancies will be filled at the Annual Council Meeting.

Unfortunately, the perception is that a wealth of experience is required. This is definitely not the case. What *is* required is people with positive ideas and a commitment to the development of swimming in the county. If the few people, who do bother to contribute, did not do so, then our athletes would have no competitions and development! The idea that other people know far more than you, should not be a factor in making a commitment. Knowledge and experience are built up by doing a job, and full support to a newcomer would most certainly be given by those who have the experience and knowledge. The time-commitment for a member of the Board or a committee is minimal over the year, and any role undertaken to help organise events need not be onerous timewise if the load can be spread.

The club development group, the disability committee and the swimming committee have met on a regular basis. In the absence of a manager, Ian Mackenzie has ensured that the club development group still met, and that the Development Weekend took place. During this year a synchronised swimming committee has been established in the county. There has been no water polo committee this year, and no water polo manager either. The diving committee has not met since January 2018, as scheduled meetings have been cancelled throughout this year. Hertfordshire has a representative on the Swim England East Region committees, which seek to ensure development and competition for the athletes of all discipline.

The website has gradually been added to during the year. When it was set up, it was the intention for training to be given to key personnel in the county so that they could input to the website. This is yet to be delivered, but items sent to the webmaster have been published during the past year. Facebook and twitter has also used by the county to engage the membership with county events etc.

The forums have continued this year. Ian Mackenzie has worked hard to set them up and provide the opportunity for interaction and communication between the clubs and coaches, and also with the county. The aim is to get everyone talking to each other, sharing best

practice and addressing problems encountered. Attendance has often been minimal, but worthwhile for those who were there. Representatives from ALL clubs of ALL disciplines can attend for the benefit of our clubs and athletes.

Hertfordshire continues to be a role model in the Swim England East Region in many areas - for example, in the provision of forums, the delivery of a development weekend, and in the number of officials being trained. Sheila Mackenzie has again been the Hertfordshire representative on the Swim England East Region Management Board this year, and she will take issues to the region on your behalf, if necessary. Ian Mackenzie continues as an elected member of the Swim England East Region Management Board, and he is also a Director and Trustee of Swim England.

Throughout the year, clubs in the county continued to benefit from the supportive work of the regional staff. Leanne Brace, the Swim England East Region's Regional Development Manager, has been on maternity leave for most of the year, and, in her absence, Amy Bryant, the Regional Development Officer, has continued to work hard with our clubs. The work includes supporting clubs with the SwimMark process and the provision of courses and their funding, as well as supporting our athletes through the organisation of development days and camps. Kevin Pickard, the Regional Swimming Talent Officer, has also continued to work hard in support of, and for the benefit of, our coaches and athletes.

Again, this year many of the county's athletes have qualified to compete at national and international level, and their achievements are applauded.

Aquatic disciplines continue to flourish in Hertfordshire. Please consider carefully whether you could contribute to this success by giving a small amount of your time to your county, either on the discipline committees or on the Management Board, so that the county can go on to even better things in the coming year.

## **Hertfordshire Aquatics - the 50 pool project**

After last year's Annual Council Meeting, an announcement was made regarding the ambitious project which the county has embarked on. The idea is to build a 50m pool in the county, for use by our clubs for training and for the delivery of meets, as well as for the delivery of county competitions. Ideally the facility will provide for the needs of athletes of all disciplines, as well as providing meeting rooms and storage. The location of the proposed pool could not be revealed at the time of the announcement, as contracts for the land had not been signed. Over the past year, a group has been working with Swim England, and a charitable company has been set up.

### **The current position:-**

Hertfordshire Aquatics Limited has been registered as the company running the project. This will also be the company that manages the running of the pool.

The biggest disappointment is that we still cannot confirm the location of the pool – other than central Hertfordshire. We are keeping this under wraps as at present we still have not signed a contract on the land.

Earlier this year Hertfordshire Aquatics was registered as a charity and its trustees are Bryan Thompson, Ian Mackenzie, Simon Lever and Graham Huggett. We have two other project consultants, Dave Richardson and Grant Chivers. Each of the trustees is a member of a different club, spread across the county. and between us we cover the county.

At present we are still in the round of financial feasibility studies. We believe we are getting closer to being able to fund the project, but still have some work to do. We need to look at reducing costs, whilst at the same time increasing income from the pools.

We are in a VERY good position. We have architects, sports consultants, Swim England and Sport England all backing the project and working “for free” to bring it to fruition.

We had to make a big decision in March when we realised that we could not accommodate everything we would have liked, the main issue being diving boards – we do not have the height to accommodate 5m or 10m boards. The decision was taken by the project team to drop diving from the build, as we want this to be a high-level competition complex. We reported this decision back to the Management Board who have agreed.

We have also reduced the size of the small pool, so rather than an 8-lane x 25m pool, we are now looking at 4-lane x 25m pool. The plan, at present, is that this will have a full, moving floor.

There is a significant change to the main pool, again to help with costs. We are now looking at a fixed depth pool of 2.5m (possibly 3m) depth, with a transverse boom.

Externally, we are looking at changes to reduce the build cost, whilst at the same time building an impressive structure that people will be proud to swim at. Currently we are looking at a tensile fabric build which looks to reduce capital cost by approximately 50%.

Elsewhere we are in the process of getting a micro-site set up, where we will be able to keep everyone updated on progress as we make it.

The team are trying to meet monthly, but we are slightly beholden to those external consultants who are giving their time for free.

Bryan Thompson  
On behalf of the Trustees

## **Competitive Swimming**

During the year to 31<sup>st</sup> March 2019, athletes from Hertfordshire clubs took part, as members of a Swim Hertfordshire team, in the following competitions:

- Regional Inter-County on 8<sup>th</sup> July 2018 – Swim England Hertfordshire were the winners!
- Junior Inter-County on 16<sup>th</sup> September 2019 – Swim England Hertfordshire finished 4<sup>th</sup>
- National Inter-County on 7<sup>th</sup> October 2019 – Swim England Hertfordshire finished 7<sup>th</sup> in division two

Team managers and coaches are needed for these events, and there were challenges in identifying people willing to take on these roles. This was particularly the case for the team manager roles. The county has a huge number of qualified team managers, but, unfortunately, volunteers are reluctant to step forward. This makes the job of managing and organising county teams for competitions much more difficult than it should be.

In the year to 31<sup>st</sup> March 2019, the following development took place for athletes in Swim England Hertfordshire, as part of the 1-direction development initiative from Swim England. Development camps for 36 11yr-olds and 36 12yr-olds were held on 21<sup>st</sup> April 2018, 3<sup>rd</sup> June 2018 and 29<sup>th</sup> September 2018.

Committee: The swimming committee has met five times in the year to 31<sup>st</sup> March 2019. This year the county records database has been reviewed and updated. Efforts have been made to share the workload of this committee, but the major workload remains with the swimming manager, Bryan Thompson.

There is a sub-committee - the Events Management Group (EMG) – which is responsible for the delivery of the County Swimming Championships, under the strong leadership of the swimming manager. The EMG is a small group of people (10), who work extremely hard throughout the year to provide the Championships. It really is a mammoth effort behind the scenes to deliver this major event. The number of man-hours that go into the preparation for this event is almost incalculable, but there are numerous meetings and an awful lot of work between meetings.

The set-up and break-down has become increasingly complicated over the last few years, and massive thanks need to go out to the small band of volunteers who give up their Friday evenings to set everything up, and then stay on after the racing on Sunday to take everything down again.

Extra pairs of hands would be extremely welcome, especially on the Friday evenings, as those who work from 5.30pm-11pm on the Friday, then have to work all day on Saturday and Sunday, and then have to set-down on Sunday after the competition. More sharing this workload would be much appreciated.

## **Masters**

Masters is overseen by a member of the swimming committee – there was a change of masters' manager during the year, with Louise Hughes taking on the role.

Athletes from the county, in varying numbers, took part in the following competitions during the year to 31<sup>st</sup> March 2019:

Swim England Hertfordshire Masters Championships 2018 in June

Swim England East Region Masters Championships 2018 in September

Swim England East Region Inter-County Masters Competition 2018 in November - a county team entered this competition

Swim England Hertfordshire Masters Championships in March 2019

## **Open Water**

The 2018 Swim England East Region Open Water Championships took place on July 21st at Whitlingham Country Park (Norwich), and, as usual, on the same occasion, Hertfordshire swimmers competed for the Swim England Hertfordshire Open Water Championships 2018.

Hertfordshire swimming clubs were well represented, and there were some excellent performances from the competing swimmers.

The county has not organised specific open water training this year. Training for those athletes involved in the discipline was being covered by the clubs, and the county's offer to set up a training session was not taken up by the clubs.

Swim England East Region provided the annual Open Water Development Camp 2018. To be considered for selection, swimmers must have competed at the National Open Water Championships the previous year. The region also selects other swimmers to attend a separate development opportunity to give them much needed racing experience.

## **Club Development Group**

Ian Mackenzie has continued to stand in as interim manager.

The committee has met twice in this year. The meetings were quorate, although all the members were not in attendance. Some meetings were cancelled because of committee members' other commitments. It is, however, important that the committee continues, and thus supports the county to generate the necessary courses and continued professional development for our volunteers.

One committee member resigned during the year.

Terms of reference have been drawn up for the manager and for the quartile roles.

The swimming officials are catered for by Jonathan Pope, and his report is elsewhere in this Annual Report.

Team manager, safeguarding and coaching courses are all supported by Swim England East Region. The region is also very supportive of the county at its Development Weekend. A report on the very successful weekend is on the website.

Communication with clubs continues to be a challenge. Four members of the committee have links with quartiles of county clubs, and they communicate with the workforce coordinators in each club, getting information to and from the clubs.

Club, officials' and coaches' forums have continued. The coaches' forum is reasonably well attended, but numbers attending could be higher. The numbers attending club forums are disappointingly low. The solution to this lack of interest and support is yet to be found.

The county continues to financially support its members for some courses. This is also the case regionally.

## **Disability Swimming**

Disability and Para swimming continue to thrive in Hertfordshire, with athletes starting on their swimming journey, and other athletes taking the next step regionally, nationally and internationally.

The disability committee has met three times in the year to 31<sup>st</sup> March 2019. There have been some changes in the membership of the committee during the year. The county is represented on the regional disability committee.

Athletes from Hertfordshire competed at the Swim England East Region Para Swimming Meet 2018. Disability athletes competed, under the county's Para Swimming conditions, at the County Swimming Championships 2019. Swim England East Region continues to provide regional training sessions for disability athletes, and one of these sessions was held during the Development Weekend in February 2019.

### **Classification**

World Para Swimming (WPS) announced a revised version of the WPS Classification Rules. This came into effect on 1<sup>st</sup> January, 2018, and it meant that the majority of the swimmers worldwide would have their classifications reviewed. This is still ongoing.

### **Disability hub clubs**

Hemel Hempstead SC and Hoddesdon SC remain as Swim England Disability hub clubs, providing assessment opportunities for swimmers with a disability. Janet Warrington (Hoddesdon SC) continues to support coaches and train swimmers, both in the county and in Swim England East Region.

### **Swimmer and coaching development**

Development of grassroots Disability Swimming in the county is a core focus of the county's Disability Committee. At the Swim England Hertfordshire Development Weekend in February 2019, swimmers from Swim England East Region travelled to Hertfordshire Sports Village for a regional training session. Following the motivational talk by Grace Harvey, Carl Cooper organised a coaches' teaching session. This was followed by the poolside session, focusing on the development of both the coach and athlete, and preparations for the next stage of their swimming career. A Guide to Autistic Coaching was provided at the Development Weekend.

### **Level Water**

Level Water is a charity that provides one-to-one swimming lessons for children aged 4-11 years old who have a physical or sensory disability. Level Water works in partnership with the Borough of Broxbourne and Hoddesdon Swimming Club and provides the lessons at two of their leisure centres: John Warner Sports Club (Hoddesdon) and Laura Trott Leisure Centre (Cheshunt).

2018-19 has seen an increase in the number of Level Water Swimming Teachers increasing from three to six. Two swimmers have moved from the lessons programme to a club programme. Ten new swimmers are now receiving lessons, making a total of fifteen children currently receiving lessons.

### **Special Olympics (SO)**

The county of Hertfordshire has Special Olympics branches in East Herts and St. Albans. They are accredited to SOGB and are network branches, meaning they have lots of different sports clubs that are either run by volunteers, or are set up within an already established sports club. Members, all of whom have a learning disability, can train all year round and compete locally, regionally, nationally and internationally.

Hoddesdon SC provides a dedicated Special Olympics club session on Tuesday evenings, and supports two disability sessions on a Sunday, one at John Warner and the other at Laura Trott Leisure Centres, where members can also swim and still be eligible for the SO gala. SO St Albans provide a training session on a Friday evening.

SO East Herts, SO St. Albans and Hoddesdon SC work closely with Swim England Hertfordshire and Amwell View School and Specialist Sports College to host one gala a year. The gala is 'divisioned' which means that each heat is an individual race, so the swimmer finishing first in that heat receives the gold medal. This year 130 athletes entered, with Cheshire Penguins travelling the furthest from their home in Warrington. Next year's gala is planned for March 7<sup>th</sup> (*subject to change*) we are always looking for volunteers and officials to help run this gala and if you are available and interested please contact Janet Warrington or Jackie Harvey.

#### **Competitions:**

National Junior Meet 2018 – three Hertfordshire swimmers took part

National Para Meet in Manchester in December 2018 – the two Hertfordshire athletes who competed achieved a medal and a fourth place

#### **Selection:**

Louise Fiddes and Grace Harvey were selected to represent GBR at the World Para Swimming European Championship in Dublin in August. Louise won 4 medals –100m Breaststroke Gold; 200m Freestyle, 200m IM and 100m Butterfly, Bronze. Grace Harvey won a Bronze medal in the 100m Backstroke.

Louise Fiddes is on the Podium Potential programme

## **Diving**

The diving committee has not met since January 2018. All scheduled meetings have been cancelled. Despite this, county diving events were held in the year to 31<sup>st</sup> March 2019. The county also does not have a county representative at the regional diving committee, as the county diving manager, who was the representative, has moved out of the county and no longer coaches diving. Also, one of the specialists on the committee has resigned this year.

Athletes from the two Swim England Hertfordshire diving clubs took part in the following competitions in the year to 31<sup>st</sup> March 2019:

Swim England East Region Age-Group Competition in April 2018

Swim England Hertfordshire Championships in June 2018

Swim England East Region Skills Competition in June 2018

Swim England Hertfordshire Championships in September 2018

Swim England East Region Club Championships in October 2018

Swim England East Region Skills Competition in March 2019



## SwimMark

The SwimMark accreditation is regarded by Swim England as a mark of a well-run club, with systems in place for the support and benefit of its members, especially its athletes. The following clubs are SwimMark accredited as at 31<sup>st</sup> March, 2019.

Aqualina Synchronised SC	Beaumont Diving Academy
Bishops Stortford SC	Borehamwood
Cheshunt SC	City of St. Albans ASC
Dacorum Diving	Harpenden SC
Hatfield SC	Hemel Hempstead SC
Hertford SC	Hitchin SC
Hoddesdon SC	Letchworth ASC
Potters Bar SC	Tring ASC
Verulam ASC	Watford SC
Watford Water Polo Club	Welwyn Garden SC

Whilst it might appear onerous to commit to being a SwimMark club, there is no doubt that the governance and succession planning of the club benefit from the accreditation, and this then benefits the athletes. For this reason, it should be the aim of all clubs to be SwimMark accredited.

## Swimming Officials

The training of Swimming Technical Officials in the county continues to meet the key performance indicators, set by the Swim England, Swim East Region and the Swim England Hertfordshire Management Board, to provide sufficient licensed Judge Level 1, Judge Level 2, Judge Level 2S and Referees to staff the annual county swimming championships and other swimming meets, however it is noted that there has been a slight decrease in numbers entering the process.

In this financial year 2018/2019:

Timekeepers - trained and passed	-	78	(-71 on previous/yr.)
Of which - young timekeepers	-	21	(-15 on previous/yr.)

There has also been success in that the following numbers have passed their assessment at the following judge levels:

Judge Level 1	-	18 of which 1 Young Officials	(- 11 previous/yr.)
Judge Level 2	-	6	(-4 previous/yr.)
Judge Level 2S	-	6	(-5 previous/yr.)
Referee	-	1	

Total young officials passing assessment: 1

In addition, the following numbers of officials underwent training in the following judge levels:

Judge Level 1	-	42	(-48 previous/yr.), of which 3 were young officials
Judge Level 2	-	18	(+7 previous/yr.)
Judge Level 2S	-	6	(+2 previous/yr.)
Referee	-	2	

Total young officials in training: 3 (-5 previous/yr.)

Officials have been kept up to date with regular circulars, newsletters, using "Mailchimp" and Swim England Hertfordshire Facebook page, and with information on the new Swim England Hertfordshire website.

Continuing Professional Development (CPD) courses have also been run in the county, with above average attendance, to deliver mandatory elements required for re-licensing. This has been achieved by offering these courses as part of the Hertfordshire Officials' Forum. Thank-you to Andrew Ellis, Colin Greenall, Ian and Sheila Mackenzie, Jane O'Brien, Jonathan Pope and Martin Williams for organising and delivering the course content.

In addition, CPDs have been delivered to smaller groups to aid individuals who require relicensing during the year, Swim England were advised of the attendees, so that core databases are updated.

FINA Rules 2017	-	82 officials attended various courses during 2018/19
Contemporary Issues	-	42 officials attended course during 2018/19

The Guide to Refereeing course for J2S officials to help them fulfil a referee's role, was delivered at the Swim England Hertfordshire Development Weekend. The take-up was good this year. Swim England continue to offer this training as an online option for Judge Level 2S to enhance the standard of knowledge amongst this group of officials, especially as they could find themselves running level 4 licenced meets and having to fulfil the associated paperwork requirements.

The county has again run several galas during the year, and officials have volunteered their services. This has enabled mentoring and training to be provided for officials wishing to enhance their qualifications.

This year's County Swimming Championships again saw an excellent turnout of officials:

- 119 officials volunteered to work over the fifteen sessions
- 28 officials volunteered to work per session on average
- 35 officials received mentoring
- 10 officials were successful in their assessment

The Swim England training requirements for judges' courses have been met, and all assessments have been conducted in compliance with the guidelines.

Swim England Hertfordshire, as part of Swim England East Region, has a limited numbers of course presenters, as volunteers have reduced in this area. However, there are national changes in training delivery, moving away from face-to-face delivery to online training. This comes into force in January 2020.

All candidates 'in training' on current courses must have been assessed by July 2020.

Those candidates in training who have not been assessed by July 2020 will have to sign up to the new online training system, with all previous mentoring lost.

It is important to thank those who are part of the training / course presenters/assessment teams who volunteer their time to the county to deliver training, present courses and conduct assessments for the benefit of our volunteers who are undertaking Swim England qualifications to support our athletes in the county attain qualifying times for regional and national events.

## **Synchronised Swimming**

The last year has seen some significant progress for synchronised swimming across the county, and, since there are now five synchronised swimming clubs in the county, it was decided to re-establish the county synchronised swimming committee. The first meeting was held in January 2019. Sarah Darragh, the Swim England Synchronised

Swimming Development Manager, attended the meeting and gave advice and support to assist the committee in the provision of development of the discipline within the county. A development day is scheduled for June 2019.

Swim England Hertfordshire clubs continue to work with other clubs in Swim England East Region, through the regional committee and in the organization of regional synchronized swimming events and development camps. During the year, athletes from the county's clubs have participated and medaled in regional competitions.

Athletes from Hertfordshire took part in the following competitions in the year to 31<sup>st</sup> March 2019

- Combination Cup in July 2018 at the London Aquatics Centre
- National Age-Groups 2018
- Rugby Masters in November 2018 – including a regional team, which had athletes from three Hertfordshire clubs
- Four swimmers from Aqualina were selected for the Beacon Games training and event as a result of their 2018 National Age-Group performance
- National Age-Groups in March 2019
- British Championships - our first solo entry!
- Athletes from all Swim England Hertfordshire clubs have taken part in the three Swim England East Region competitions held across the year.

Synchronised swimming development in the county:

- Three grading days have been held in the region at Hartham pool, Hertford - the number of athletes holding grades continues to grow steadily.
- A successful synchronised-swimming-specific helpers' course was run as part of the Swim England Hertfordshire Development Weekend in February 2019. It was presented by Sarah Darragh, as a pilot course for Swim England.
- A Swim England Hertfordshire synchronised swimming committee was formed in the early part of 2019 with two meetings held to date; as a result, two development days have already been booked. These are being focused on athletes who are new to the sport to prepare them for grading assessments

## **Water Polo**

There has been no county water polo committee throughout this year, and no water polo manager either. The discipline of water polo continues however in the county at Watford Water Polo Club, at Hatfield SC and at Hertford SC.

The Hertfordshire Water Polo League continues.

There have been no county water polo events in the year to 31<sup>st</sup> March 2019.

Athletes from Swim England Hertfordshire have taken part in competitions run by Swim England East Region, and they have continued to train at the Regional Training Academy sessions.

## **Awards**

### ***Roy Rogers Memorial Trophy***

The trophy is awarded to the person, team or club who has made a significant contribution to the sport of swimming. This year the Roy Rogers Memorial Trophy was awarded posthumously to Alan Doyle.

### ***The President's Plate***

The trophy is awarded, at the sole discretion of the President, for conspicuous service to Hertfordshire ASA. This year the President's Plate was presented to Karen Huckle.

### ***The Wilkinson Sword***

The sword is awarded annually for achievement in the sport of swimming. This year the Wilkinson Sword was presented jointly to Elinah Phillip (Bishops Stortford) in recognition of her representation of the British Virgin Islands at the Rio Olympic Games and Tim Shuttleworth (Hatfield SC) in recognition of his representation of GB at the Rio Olympic Games.

## **Finance Officer's report**

### **For the year ended 31st March 2019**

The accounts for the year ended 31st March 2018 have now been approved by the Independent Examiner.

The latest set of accounts for the county will be available for the Annual Council Meeting. These accounts have been approved by the Management Board, and they are currently with the Independent Examiner for his confirmation.

Income from disciplines has increased for the year, with the largest increase being in swimming income, after last year's drop. Receipts at the annual County Swimming Championships were improved as a result of more swimmers being able to enter events.

There has again been a change in the way the capitation fees have been shown in the accounts. The Management Board have decided that for clarity, in future, the capitation fees shown in the accounts will reflect the fees due for the calendar year ending in the accounting year. For the accounts year to 31st March 2019 this is for the year ended 31st December 2018. This decision has been made as the first tranche of the payment of membership fees is made towards the end of March each year, but payment could be delayed until April on occasions. To include the capitation fees as received would mean that there could be large variations on income depending on the date of receipt. For the accounts to 31st March 2019, £10,656 of capitation fees for 2019 were received before 31st March 2019, and these have been excluded from the profit and loss account, and have been shown, in the balance sheet, as income received in advance.

In the 2018 accounts, £4,269 of fees were included in the accounts for the calendar year 2018, as they were received before the year end. This means that the level of capitation fees in the 2019 accounts is lower than the total received for the year ended 31st March 2018.

Membership numbers dropped marginally for the year - with the number of paid members for category 1 and category 2 members in 2018 being 6,154, a decrease of 164 in the numbers for 2017.

The County Swimming Championships incurred a loss for the year of £4,146. The level of entries increased, but a last-minute significant rise in pool costs, which was not expected nor advised to us before the championships, meant that the income was not sufficient to cover the total costs.

During the year the county incurred costs of £11,248 in relation to the change of branding. These costs included new shirts and water bottles for officials and new medals with the new logo on them.

At last year's Annual Council Meeting an exciting new project was announced with the county looking to build a 50m pool. A new charitable company was set up - Hertfordshire Aquatics. A donation of £5,000 was made to the company as initial funding for the company to assist with overhead costs.

Unfortunately, after the passing of Alan Doyle, and with the new name of Swim England Hertfordshire, it was necessary for a new website to be created. The costs of this have been included within IT and software costs in the profit and loss account.

These additional costs, together with the change in policy for accounting for capitation fees, have meant that there was a loss for the year of £28,505.

The level of reserves has obviously reduced due to this loss, but as they are non-recurring, I am anticipating that the county will break even or show a small profit for the year to 31st March 2020.

## **Appreciation**

The county could not function successfully if it were not for the many volunteers who give their time freely to support our athletes. Help is always appreciated, whatever is the role you undertake, whether it is at your club, at competitions for your club, or at county events, and whether it is 'technical' or 'non-technical' support, it needs to be there, so thank you to all of you who work for the benefit of our athletes.

Janet Warrington has been the county President this year Janet has represented the county and supported our athletes at competitions and events, presenting medals and trophies. She has also supported the county by attending committee and Management Board meetings. Thank you, Janet!

Finally, sincere thanks to all the officers, board members and others elected to the various committees, who have given their time and expertise, freely, to develop the disciplines and the county association, in support of the member clubs and athletes.

**For, and on behalf, of the Swim England Hertfordshire Management Board**

**Sheila Mackenzie**

**Secretary**

## **President's Addendum**

I have had a brilliant time as Swim England Hertfordshire President 2018-19. I cannot believe how quickly the year has gone. My intention was to attend as many events as possible, as many different disciplines as possible, and at least one committee meeting of each of the disciplines.

My first event was the Regional Inter-County on 8<sup>th</sup> July. It was held in Norwich and it was brilliant. It was my birthday weekend and Hertfordshire won! What could possibly go wrong? Oh yes, the coach broke down on the way home - but the team continued to be positive and have fun!

My second event was one I was fairly familiar with as a coach - the Regional and County Open Water Championships at Whitlingham, Norwich on 21<sup>st</sup> July. I enjoy the open water events, and we were blessed with good weather. I would like to say a big thank you to Jackie Harvey who helped me with the medals. Without her I know I would have been in trouble - as it was I gave out two gold medals to someone instead of one!

In October I was off to Sheffield with the Inter-County team again. By now I was making friends with the other Presidents, and there was a bit of banter. Steve, the Essex President said to me "Janet you need to be in front of me when we parade onto poolside, and that will be the only time Hertfordshire will be in front of Essex!" They were in division one and we were in division two! We maintained our position from the previous year, 7<sup>th</sup> - which was good, and I thought the team had a great team spirit.

November was another busy month. I attended the East Region Winters Championships (Luton) on the 2<sup>nd</sup> November, the Masters County Championships (Basildon) on the 17<sup>th</sup>, and then the East Region Development Grand Prix Water Polo Finals in Chelmsford on 24<sup>th</sup> November. I was really looking forward to watching water polo as it is a new sport for me. It also turned out one of my swimmers was there, competing for the Watford team, but unfortunately I had to leave early and wasn't able to see him perform with his team. I have promised him I will return.

I was able to attend three synchronised swimming competitions in Stevenage, and attended four diving competitions - two in Southend, one in Hatfield and one in Hemel Hempstead. I have a 'soft-spot' for diving as I coached for Beaumont Diving Academy for 2 years about 10 years ago. It was good to go back and see Derek

Beaumont again, and remember the thrill of watching the dives and looking out for those athletes who can be consistent throughout their performances.

The County Swimming Championships in January/February were a big highlight for me. The swimmers did themselves proud with their performances in the pool, and also poolside. I was very impressed with their confidence, attitude, politeness, and, for some of them, their firm handshakes!

Also in March it was the Special Olympics Eastern Regional Competition, which, as usual, was great fun. There were 130 athletes with learning disabilities competing from all over the UK.

I was able to attend both the Regional Swimming Championships, which were held on the Saturday and Sunday of the two bank holidays in May – one in Luton and one at Norwich.

One disappointment was that the Swim England East Region Disability Competition, which was supposed to be in June 2019 (Newmarket), was cancelled at the last minute because of the lack of entries. I know that fellow Presidents were also disappointed, and I hope that this event will run next year.

It just leaves me to say thank-you to everyone who has made me feel so welcome. I have thoroughly enjoyed my year, and it has been a privilege and a pleasure to serve the county as President for 2018-19.

Janet Warrington  
Swim England Hertfordshire President 2018-19





Swim England

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