

Dear Members

Firstly, I'd like to remind all of you that ONB is not a normal club, its membership is not solicited but allocated by Swim England. It is the Clubs that Swim England allocate to it. As such it is the Members' responsibility to ensure that ONB is able to operate and fulfil its Objectives.

The constitution for ONB lays down the Objectives (section 3) for ONB, however one section in particular sets the vision.

3.1 Promote the development of swimming and swimming related activities and in particular to promote County swimming, diving, synchronised swimming and water polo championships and competitions.

As part of the enhanced Governance activities from Swim England we have confirmed that without the Principal Roles and Welfare being filled that we are not considered a functioning club and as such are not permitted to:

- a. Put on Meets (County Championships)
- b. Run Swim England Programmes (Pathway, etc)
- c. Compete in Inter County Events

Hence, at present, we are unable to determine if ONB ASA is a viable entity. Unless we can find a means of ensuring the Club Structure can be sustained then it may be more practical to dissolve ONB.

ONB only exists to service its Members (the allocated Clubs) and its Objectives needs to meet the aspirations of those Members and ensuring the Officers are in place is the Members responsibility.

This Special General Meeting is to determine the viability of ONB and to agree both the Objectives and Mechanisms for sustaining it should the members wish for it to continue or to agree the dissolution of ONB and the disposition of assets.

One thing that is obvious is that the status quo is not working. If we want ONB then we will need to be more creative and supportive in ensuring that the Club can function and that the various Officers are appropriately supported. As such we need to determine

- a) If each role is static or can be more dynamic
- b) For static roles the period and how the position is allocated
- c) For dynamic roles, the process of fulfilling it and whether they are individual or group
- d) How the role is supported
- e) Lastly do we have the right roles

The Judicial and Welfare processes (and support) have taken their toll on the willingness of incumbents to continue and so being more creative and collaborative may be necessary for a sustainable future. For consideration:

Chair and Vice Chair

- a) Posts rotated through the member clubs

County Judicial Officer who would

- a) Support Member Clubs Judicial processes and be a first point of contact if a Club needed help.
- b) Support the Chair with any Complaints that arise with County Run activities and its workforce.
- c) Organise any County Judicial Panel
- d) Manage any escalation to South East Region

Welfare Panel (instead of Officer)

- a) Panel provisioned from the Membership (Clubs) Welfare Officers
- b) Membership of the panel is rotated through the membership
- c) Running of the panel would need to be determined.

Swim Secretary

How do we deconstruct the role and make it sustainable.

We also need to determine if our Objectives are aligned to our aspirations and set a sustainable vision of what we want ONB to do for the Membership, this will then drive out how we fund the activities.

- 1) County Championships – what disciplines? Is it just indoor swimming?
- 2) County Squads – what disciplines?
 - a) Do we want regular squad training sessions?
 - b) Do we want special squad events – guest trainers, special facilities (endless pool sessions), etc.
 - c) How do we create a County Identity for the Squad
- 3) Pathway – Whist set down by Swim England is the current 2 sessions benefiting the swimmers enough or do we need to add some extra training for the swimmers (county squad)?
- 4) Our constitution says to promote the development of swimming and swimming related activities, what are we doing to meet that and do the best by our swimmers. Do we need to change it?

ONB is there to service its membership, it can act as a means for collaboration, development, and growth. There is potential to help both Clubs and Swimmers

achieve their potential, but it requires the Membership to be engaged and make it happen.