

**Oxford Tri Club Committee Meeting
Monday 12th July 2010**

Present

Ian Loades (IL)
Claire Loades (CL)
Abbie Clare (AC)
Tim Doole (TD)
Phil Richards (PR)

Heather Grimes (HG)
Steve Slay (SS)
Ian Smith (IS)
Richard Dunbabin (RD)
Simon Rayner (SR)
Mike Dunmore (MD)

Apologies

Mark Herd (MH)

Guest Attendees

Jane Bell, Hanno Nickau, Vicky Pearson

Action	Who
<p>Minutes from last meeting</p> <ul style="list-style-type: none"> • all ok. 	
<p>It was decided at the last meeting that we need to discuss the matter of coaching and where the club is going as a matter of urgency, so this month's meeting was given over solely to discuss this. We invited all the current coaches to attend so thank you to those who came along.</p> <p>The aim was to have an agreement about coaching requirements and make some key decisions to move forward.</p>	
<p>Ian Loades had prepared a document outlining his view of the current situation with some suggestions for how to proceed as follows:</p> <ul style="list-style-type: none"> • We currently have the highest level of membership the club has ever seen (300+). • We are putting on more sessions than ever before. • We are putting on a bigger club race this year. • Coaching resources are very stretched. • Volunteer goodwill is being depleted (remember nobody receives any kind of remuneration at present). • Growing expectations from members as to what they expect. • Membership is very cheap so many people join and don't really attend sessions or use only a few (e.g. open water in the summer). • Membership apathy. <p>Our targets, or what we would like to be able to offer (this is purely a starting point of ideas).</p> <ul style="list-style-type: none"> • More sessions • Sessions run by ability • An elite section • A junior section • Actual triathlon coaching (transitions etc) • Coach development 	IL

<ul style="list-style-type: none"> • Coach members towards particular races • Bring the 'try a tri' model into the club for members (e.g. you sign up to a 5 week progressive block of coaching building towards a particular event). <p>Resources required</p> <ul style="list-style-type: none"> • More coaches • More session leaders • Better co-ordination of coaching resource • Time • Improved coaching structure. <p>Proposals on how to achieve this.</p> <ul style="list-style-type: none"> • Pay the Lead Coach (this is the elected committee member who has overall responsibility for the club's coaching). • Pay session leaders (the coaches who actually write the session plans and deliver them). • Offer some sort of reward/incentive to coaches who attend sessions. • Have some sort of administrator/co-ordinator to take on things like booking swim sessions, organising coaching cover, ensuring planner is used, setting up coaching courses etc. This position would be paid in some way. <p>Where would we get the resources to pay for this?</p> <ul style="list-style-type: none"> • Currently our membership fee is unbelievably cheap (compared to Master's swimming clubs etc). Proposal to increase the membership fee. 	
<p>The discussion was then thrown open to the floor with the questions:</p> <ul style="list-style-type: none"> • Should we cap membership numbers • Allow growth • Stay as we are and consolidate position • Should we pay the Lead Coach • Should we have an administrator position • Any other thoughts the attendees had about the situation. 	
<p>The overwhelming feedback was that:</p> <ul style="list-style-type: none"> • No we should not cap numbers. • Yes, we should pay the Lead Coach (it seems that we are in the minority of clubs who do not pay coaches - this is done as a matter of course, and even a representative of British Triathlon was surprised that we do not pay our coaches -this was feedback from a different meeting). • Yes, and administrative position would be a good idea. • Yes we need more coaches. • We need more structured development for coaches in order to allow them to progress professionally. • Yes we should increase the membership fee. 	

<p>We then took a vote (Committee members only) on the following:</p> <ul style="list-style-type: none"> • Pay the Lead Coach - All in favour. • Have a paid administrator position - 1 against (all other in favour). • Not to cap numbers - all in favour. <p>We then agreed the following:</p> <ul style="list-style-type: none"> • We will have a positive drive to increase the number of Level 1 coaches. • In principle we will pay for coaching courses in return for 20 coached sessions from Level 1's, 40 from Level 2's and 60 from Level 3's. Coaches must have demonstrated a level of commitment before the club will agree to paying for Level 2 and above (to be decided by the committee). After a bit of further debate it was decided to have 20 sessions for level one but discretionary for further levels with a view to what coaching they were already doing. • Agreed in principle to pay those that regularly plan/write and deliver session plans (regardless of level), this may be with free membership, free club dinner, discount on clothing (to be finalised). • We will provide a structure for coaching development (e.g. getting top coaches from British Triathlon to come along and 'coach the coaches'). • Following on from this we will be able to look at how we structure the training sessions for the members, but we need the resources in place first. • We will ensure that some form of job description and contract are in place so coaches know exactly what they are signing up for in advance and what the commitment will be. <p>We will start recruiting for new coaches immediately.</p>	
<p>Any other business</p> <ul style="list-style-type: none"> • People have been asking about non-wetsuit swimming in the lake. We decided that when the temperature reaches 25 degrees (the cut of point for non-wetsuit swims in accordance with British Triathlon rules) we will allow non-wetsuit swimming. However, there will be additional details in the safety briefing and it will be over a shortened course closer to the shore. 	
<p>Date of Next Meeting Monday 9th August, 7.30pm - OXSRAD</p>	

HG/13/07/10