



Middlesex County Amateur Swimming Association

(www.middlesexswimming.com)

President: Allan Thornton (Ealing SC)

Minutes of the Executive Meeting

held on

15 July 2025

at Perivale Residents Association, Horsenden Lane South @ 7.30pm

Item		Action
	Those in attendance:- Allan Thornton (Chair), Leah Pullen, Jeanette Edmiston, Gillian Neal, Andy Woska, Sam Whitmore, Anna Down, Pam Crofts, Brian Kapp, Karin Vazirani, Phillip Prentice, Tony Burton, Ralph Shortland and Colin Jones Via Zoom – Nik Takev, Nicola Cuddihy, Ann O’Leary, Tina Franchi and Ian Woollard	
	The President opened the meeting at 7.33pm	
XC25/034	Apologies Trevor Hyde, Jo Martin, Andy Dixon	
XC25/035	Dispute & Disciplinary Tony Burton read the following statement: “The hearing of the complaint made by Ms Leah Pullen against Mrs Frances Prentice was held at the Metropolitan Police Sports Club on 16 June 2025 at 11am. The complaint arose during proceedings at a Middlesex County Executive Meeting held by Zoom on 19 March 2025. The Panel for the hearing was Tony Burton (Chair of the County Disciplinary Committee), Diane Gamble and Alan Thurlow, both referees with London Swimming. It was agreed unanimously by the Panel that the complaint was upheld. It was agreed that to avoid any further possible confrontations, that Frances Prentice would be suspended from all County activities. In mitigation, it was	

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	decided, due to past service to the County and the fact that she was a Past President, that the suspension would be for a period of two years only.” Pam Crofts wanted the Exec to know that the choice of Di and Alan to be on the Panel was correct as they dealt with the situation in an extremely kind and considerate manner. Allan Thornton has already e-mailed both Di and Alan to thank them for their assistance. He also wanted to acknowledge the help and assistance from Pam Crofts and Maria Abrams. Gillian Neal asked Phillip Prentice to pass on the County's thanks to Frances, even though it had ended badly, as she had been a big part for a very long time. Phillip said he would do so. Tony Burton requested that anyone holding any papers in connection with this matter should now destroy them. The findings of the Panel will be placed in a sealed envelope and stored.	PC
XC25/36	Matters Arising Ralph Shortland wanted to thank the Exec for the donation made regarding his wife's passing. He also wanted to thank those who attended the funeral and made their own donations – it was greatly appreciated.	
XC25/037	Correspondence (a) Gillian Neal confirmed that she had received three resignations from the Executive – Frances Prentice, Jo Martin and Evelyn Ingleton. Gillian confirmed that she had acknowledged each resignation individually upon receipt. (b) Jeanette Edmiston said she had heard from Connor Hill (LAC) regarding the County Championships 2026 (CC26). The LAC will be using the training pool themselves so we can no longer have 2 lanes for swim down. However, the diving pit is available from 1pm on Saturday and 12pm on Sunday. Not sure whether there will be a charge as he said “we could have it”. Leah Pullen will try to confirm. (c) Colin Jones confirmed that the constitution had been received for the newly merged Hackney Anaconda following a request from London Region that we agree to the merger – which we did via e-mail to Exec members and no objections were received.	LP
XC25/038	Treasurer Sam Whitmore sent a report just ahead of the Exec meeting. Sam confirmed that further sums of £700 and £1,100 from Swim England had been sent for the membership fees. Savings account £79,321.24 Current account £15,116.06	

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	Sam confirmed that this is approximately £8,000 more than this time last year so we have had a better year. Sam requested that anyone who had any expenses for this year submit them by the end of July so that she can get the accounts finalised.	
XC25/039	Committee Reports <u>Swimming Committee</u> Colin Jones had submitted the Minutes from the last meeting and these had been sent out ahead of the Exec meeting. John Slater had not done anything further regarding the Inter-County camp he suggested so that is not going ahead. List of potential invitees has been sent out so swimmers know they are possibly on the team. Tried to get a list of TMs from London Region but no luck. Suggested that we go back to the CC25 and see who requested a TM pass. Leah Pullen will put a job spec together and get it to Ann O’Leary. Ann will then send an e-mail out to all TMs to see if anyone is prepared to step up and assist with the Development Camp 25/26. If no-one steps up by 6 September, then the Development Camps will be cancelled at next Exec meeting (17 Sept) in their entirety. Swan Trophy – this has still not been found. CSCSC were awarded it 2020 to 2022 and it should then have gone to C&W in 2023. It was with Hillingdon prior to CSCSC so Gillian Neal asked Ann O’Leary and Nicola Cuddihy if they could have a look to see if Hillingdon still have it. If it is not found, it was unanimously agreed to re-purpose a retired trophy in its place rather than purchase another one. Ralph Shortland pointed out that James Warrener’s name was spelt incorrectly – no “d” in his surname. <u>Swimming Officials Committee</u> Nicola Cuddihy will send a definitive list of the upcoming J2 (workshop 2) and new J2 courses (starting in September) along with the J2S courses starting in October to Ralph and Leah. A further venue needs to be located for face-to-face courses. Will look into Southbury Road, Hillingdon (libraries), Perivale Residents Association to start with. Leah Pullen will get a cost for Southbury Road. No further reports received.	NC/AOL NC LP
XC25/040	London Board Anna Down confirmed that there was nothing to report. Masters sessions at the LAC were being advertised to anyone who wants to swim masters. It is on the Masters page only on the County website.	

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	Tina Franchi commented that the difference between the County and London Region regarding getting Development Day jobs done is that James Warrener is employed by Swim England– the County relies on volunteers. He is also a TM on the day. Apparently, once swimmers are selected, he e-mails parents to see if any would help. It was also noted that London Region pays their TMs a daily rate. Gillian Neal confirmed that she had applied to be on the new Swimming Officials Advisory Board advertised recently. She is still waiting to hear back. It was also commented that James Warrener produces a London Region newsletter for some Counties – we should ask him to produce one for Middlesex. Gillian Neal to e-mail and ask.	GN
XC25/041	Welfare Maria Abrams confirmed via e-mail that there is still a lot going on and she is very busy. Following the Panorama programme on Swim England, the fallout has not been as bad as predicted but there is a lot going on in the background. Swim England is taking it very seriously	
XC25/042	County Championships 2026 John Slater has sent through the QT / CT for the championships. Need to get John to confirm that he has consulted with other coaches or that he will get their comments. Also find out what criteria he used to get to the times. The times are not to be published until September. Following the meeting LP sent e-mail to John and he confirmed that he used times of top 6 or 8 swimmers for QTs and that the CTs were about 4% slower. GN requested that he confirmed about liaising with other coaches to avoid being criticised in the future for incorrect times. John wants to up the standard of the Counties as they have fallen over the last few years.	
XC25/043	Medals / Trophy Secretary Nik Takev said the Swan Trophy had already been covered. If it is not found, he will look in the storage unit and find something suitable to reassign. All the other trophies have been presented and the website has been updated. He has signatures from those who have the trophies in hard copy as well as saved on the computer. Brian Kapp stated that the medals at the Open Water had gone down very well – the swimmers were very impressed and felt they were nicer than the London Region ones. A report from Open Water will go on the website soon. Colin Jones said that approximately 83% of the swimmers were from Middlesex and the majority of races for the Region were 1st, 2nd and 3rd for Middx swimmers.	

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XC25/44	Constitution / Governance Tony Burton said that he had spoken with Alan Thurlow and Di Gamble who were both surprised at how unwieldy our Exec Committee is. They thought it could be slimmed down – President, Secretary, Sub-Committee Chairs / Secretaries. No past presidents. Jeanette Edmiston commented that there is no consistency with other County constitutions. Pam Crofts said she was reluctant to adopt Surrey’s pattern and would want to ask questions before making any decisions. She was anxious about recruiting people into different jobs if no-one was allowed on the Exec without a job. There are, however, grounds to consider reducing the numbers. We have “x” number of places to be filled – this is one area that could be scrapped and we would then have no elected members, only people from other jobs filling the spaces. Allan Thornton asked if Pam Crofts could put some thoughts together and present to the next Exec meeting. Ralph Shortland said that there are people on the Exec who (especially in the past) have done nothing – everyone on the Exec should have another role / job. Pam Crofts said we should give people a year on the Exec without another job / role to let them settle in and see if they have the time to fulfil the position. Leah Pullen said that with the ACM in November, we should send out e-mails to remind them about the ACM and to get their nominations sent in rather than leaving it just to the formal notice sent out 3 weeks before. Tony Burton referred back to changing the constitution and said that it can take a long time to change it. Pam Crofts agreed and said that people need time to think about any possible changes – we should not rush into making any changes. Ralph Shortland stated that, if necessary, we could always call a Special Meeting after the ACM. Jeanette Edmiston would like the dates of when people took up a role to be added next to their name so it is clear how long they have held the position. Some positions have a time limit which should be adhered to.	PC
XC25/045	AOB (a) Leah Pullen – she had sent Gillian a report for Len Badcock and the provisional team list / kit for the Inter-Counties which had been sent out prior to the meeting. So far 2 refusals by swimmers and 2 refusals by a club where one of the swimmers had accepted. Will query with the swimmer which is correct response. Camden had queried why 3 of their top swimmers were not selected – they had not swum in the CC25 so were ineligible. The coach has been booked and will pick up at Barnet. Loughborough booked slightly earlier so we get to Sheffield earlier. Hotel also booked. Will be	

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	trying the food hall opposite for dinner. Allan Thornton has confirmed he will be attending. Possibly need 2 officials as only supplied one last year. Suggested asking Nik Takev (1), Nicola Cuddihy (2) and if either cannot attend Vasso Terzidou (3) – Gillian to invite. Team Managers probably Leah Pullen and Gillian Neal. Coaches Nathan Joseph, John Slater, Jahrel Murphy (requested by Bram Montgomery). Len Badock is in its 9th year. We have had lots of e-mails thanking us for a great meet and looking forward to next year – 14 June 2026. Fiona Warpole-Bourne, welfare from Swim England, attended and was very impressed. She gave Leah the name and address of a person in equity / equality at Swim England to see if we could get support. Gillian's daughter, Katherine Neal, also gave the name of one of the partners at her law firm, Clyde & Co, as a person to write to – he may be willing to sponsor the meet in some form : David Milton. E-mails have been sent to both – awaiting responses. (b) Anna Down wanted to know if the County was still willing to use X (formerly Twitter) as lots of clubs, counties and regions were taking themselves off. Should we now have a social media policy. Anna confirmed that Hounslow Jets were coming off of X and using Instagram more. Some even use TikTok. Should be put on agenda for next meeting. (c) Andy Woska asked what the outcome was regarding the suggestion of using the Metropolitan Police Sports Club for the ACM. Gillian Neal confirmed that it had been a resounding no from all the e-mails she received.	GN GN
	Dates for Exec Meetings 2025 Wednesday, 17 September 2025 – via Zoom @ 7.30pm Thursday, 16 October 2025 – Zoom @ 7.30pm ACM: Thursday, 20 November 2025 – in person	
	Meeting closed at 9.03pm	

Signed..... Date.....