

CHAIRMAN'S MESSAGE

Scottish Swimming is in the process of considerable change. The next few years will see all aspects of the sport being subject to the new direction highlighted by the recent development initiative.

The key task over the next 12 months is the preparation of a four-year development plan which is already being drafted by various project groups. This plan will run from December 1994 and will be the main focus for all disciplines over this period.

The Scottish Amateur Swimming Association is pleased to have had the support of the Scottish Sports Council in the recent review of the association. If the identified objectives of this review are to be met it will involve the efforts of all professional staff, administrators, officials, coaches and competitors within the sport.

Communication will be vital over this period of change and this document is one of a number that will be issued to association members, local authorities and various other agencies to highlight the progress and initiatives that are taking place within Scottish Swimming.

The process of change is always a difficult one and the path will not be without problems, however, in order that we have a structure that will carry us forward to the next century it is important that we harness the successful aspects already in existence within our sport along with the new structures that are required to bring us into a position to meet the challenges of the future.

Ian Mason.

IAN MASON
(Chairman of the Board)

FORWARD WITH THE FUTURE

JR GOALS ARE CLEAR

The Scottish Amateur Swimming Association is heading towards the development of an Association that will be the envy of all sporting bodies. To enable us to move towards this goal a Board of Management has been set up to be responsible for the day to day running of the Association.

BOARD OF MANAGEMENT

CHAIRMAN	—	IAN MASON
MARKETING AND PUBLIC RELATIONS	—	MURDO WALLACE
DEVELOPMENT	—	SANDY BURUNTON
FINANCE AND ADMINISTRATION	—	STUART MARTIN
DISCIPLINES	—	WALLY LORD
TECHNICAL DEVELOPMENT	—	WIN HAYES

HEADQUARTERS STAFF

ELAINE MacKENZIE	—	ADMINISTRATION MANAGER
HAZEL McGUIRE	—	ADMINISTRATION OFFICER
FIONA MURRAY	—	ADMINISTRATION ASSISTANT

FORWARD WITH THE FUTURE

The Scottish Amateur Swimming Association



**WHAT YOU WANT TO KNOW
ABOUT US**

GREENLESS ROAD
CAMBUSLANG
GLASGOW G72 8DT

Tel: 041 641 8818
Fax: 041 641 4443

1

The 26th June 1993 marked a historic landmark for the Scottish Amateur Swimming Association. Following a complete review of the Association and the sport a DEVELOPMENT INITIATIVE PROPOSAL FOR CHANGE document was presented to the membership at an EGM in Perth. The call for radical change was grasped on a unanimous decision by the Membership.

This leaflet sets out the basic objectives of the agreed Development Plan.

WITH IMMEDIATE EFFECT and to facilitate the effective change and management of our sport a BOARD OF MANAGEMENT has been delegated and appointed. It is composed of six members: a Chairman and five Vice-Chairmen. The Vice-Chairmen's areas of responsibility are:

1. FINANCE AND ADMINISTRATION
2. MARKETING AND PUBLIC RELATIONS
3. DISCIPLINES
4. TECHNICAL DEVELOPMENT
5. DEVELOPMENT

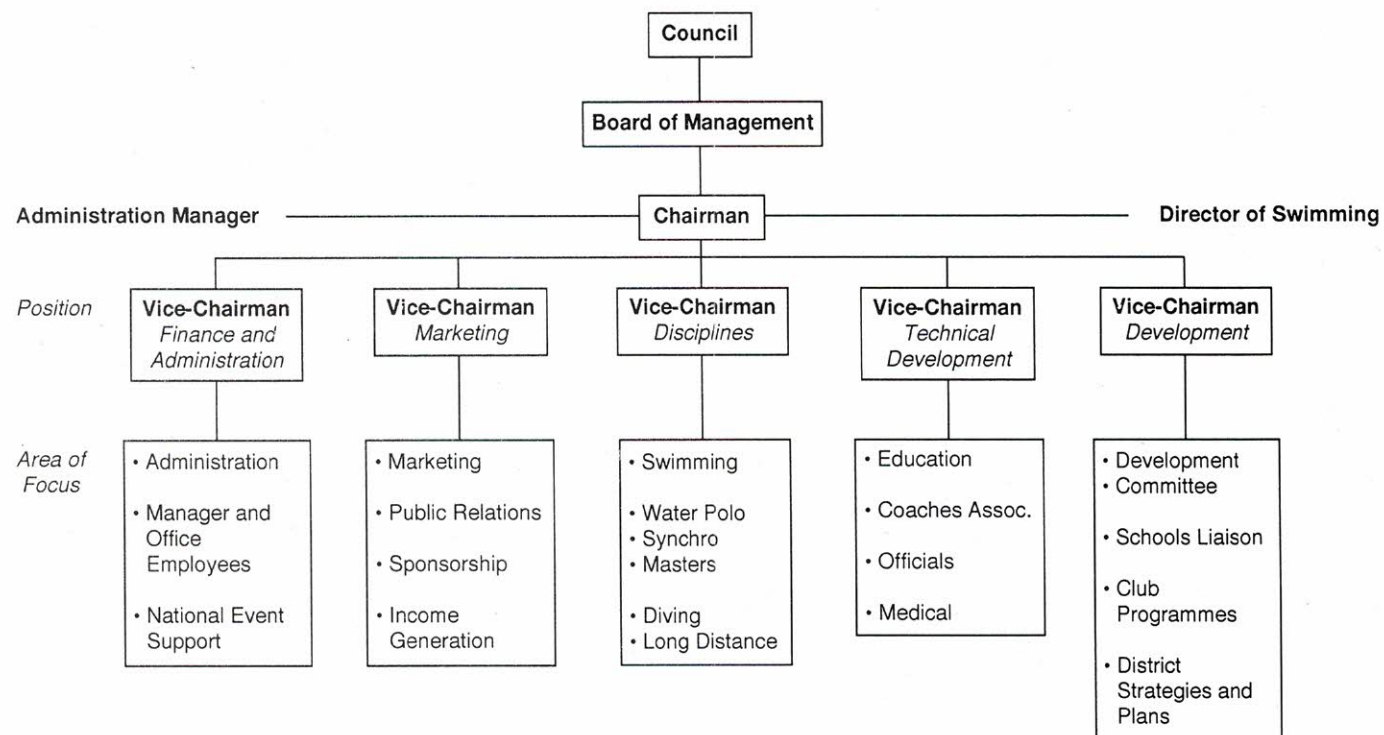
They will be assisted by a Director of Swimming and Administration Manager (both professional appointments).

Members of the Board will integrate with existing committees. New committees will be formed to cover Marketing and PR, and Development.

The Association will retain the position of President and Vice-President, their main duties will remain as the representatives of the Association on official occasions, they will provide the link between the Management Board and Council.

The Council of the Association will consist of two representatives from each of the four Districts, the President and Vice-President, the Chairman of the Board and the Vice-Chairman Administration and Finance. Council will remain the overall custodians of the sport and constitution.

STRUCTURE FOR THE FUTURE



MANAGEMENT BOARD RESPONSIBILITIES

- Planning and managing the resources of the Association to assure growth in these resources.
- Managing the sport's employees successfully.
- Providing effective administration of the sport.
- Integrating, Liaising and controlling the activities of the various disciplines and committees of our sport.
- Implementing the key aspects of the Development Plan.
- Implementing policies and programmes.
- Developing relationships with key stakeholders in the sport.
- Controlling and guiding competitions.
- Improving access for all to facilities.
- Developing award schemes, reward and recognition programmes and recreational swimming.
- Providing effective education of club coaches and administrators.
- Co-ordinating the effective integration of all current groups and associations in the sport.
- Pro-active liaison with external agencies.
- Incentives to increase membership.