

By-Laws adopted 2014 AGM

A. *Membership of Parents of swimmers under 16yrs*, all club members under the age of 16 years of age must have a parent/legal guardian join the club as a parent member.

(Adopted 21/6/2014)

B. *Club Relay Selection* – Copy available on request *(Adopted 21/6/2014)*

C. *Dispute Resolution Process* – Copy available on request *(Adopted 21/6/2014)*

D. *Club Nominations for Carnival process* – Copy available on request *(Adopted 21/6/2014)*

E. *KWSC Membership*

Any member who does not train at Kawana Aquatic Centre for more than 1 calendar month continuously, unless on a break, training camp, representative team, international exchange or Swimming QLD/Aust funded training programme at a specific location without a club, will be required to transfer their membership out of Kawana Waters Swimming Club. *(Adopted 21/6/2014)*

F. *Blue cards*

- Blue cards for parent members are available via the club.
- It will be compulsory for any Club Management Committee and Club Coach to obtain a blue card.
- Any parent or non-swimmer member wishing to volunteer to be part of/in a club team / travel / camp activity would need to have current blue cards to participate. *(Adopted 21/6/2014)*

G. *Club Committee Positions*

It shall be noted, effective as at the 2014 Annual General Meeting of Kawana Waters Swim Club Inc., that no person or persons employed by the entity holding the rights to operate the Kawana Aquatic Centre, shall be able to hold a position on either the Executive or General Committee of Kawana Waters Swimming Club whilst duly employed at the aforementioned aquatic centre facility.

This is in no way an insinuation of Kawana Waters Swim Club's desire to act independently of or without consultation with the Kawana Aquatic Centre's facility managers, however more of an acknowledgement to put in place an effective policy to

avoid any possible conflict arising in the activities of either the Kawana Waters Swim Club and/or the Kawana Aquatic Centre facility management entity.

Kawana Waters Swim Club hereby unequivocally commits to continue to proactively work and consult with the managers of the Kawana Aquatic Centre to ensure the successful operation of both entities; however it is seen to be most prudent to maintain a separation of committee members and employees for the abovementioned reasons.

(Adopted 21/6/2014)

By-Laws adopted 06 June 2015 Kawana Waters AGM

BY-LAW - H

TITLE: COACH FUNDING TO ATTEND CLUB TARGETED EVENTS BY CLUB

BY-LAW BACKGROUND

Kawana Waters Swimming Club is currently (by agreement with the Kawana Aquatic Centre) financially responsible for funding coaches who are engaged by the Club under a Coaching Agreement to attend Club targeted local, state and interstate meets. Following the AGM each year the elected committee should negotiate with the Kawana Aquatic Centre Management regarding coach funding. Please note - specific sections of this By Law will become void if the Aquatic Centre agrees to cover more coaching expenses. This By Law will assist the Club with their strategic budget planning for the upcoming season.

Section 1- LOCAL AND REGIONAL MEETS

Kawana Waters Swimming Club Management Committee will decide on the season coaching fee to attend general Club Targeted Meets.

Section 2 - REGIONAL SWIMMING CHAMPIONSHIPS

Kawana Waters Swimming Club covers the cost of accommodation for two (2) coaches to attend the Regional Wide Bay Championships for pool or open water swimming events. Accommodation is chosen, booked and paid for at the discretion of the Club Management Committee.

Section 3 - QUEENSLAND SWIMMING CHAMPIONSHIPS

Kawana Waters Swimming Club covers the cost of (flights & car hire if applicable) and accommodation for two (2) coaches to attend the Queensland Championships if outside the Sunshine Coast Region. Travel, car hire and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee.

Section 4 - QUEENSLAND SWIMMING CHAMPIONSHIPS OPEN WATER

Kawana Waters Swimming Club covers the cost of (flights & car hire if applicable) and accommodation for one (1) coach to attend the Queensland Open Water Championships if outside the Sunshine Coast Region. Travel, car hire and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee.

Section 5 - AUSTRALIAN AGE GROUP CHAMPIONSHIPS POOL

Kawana Waters Swimming Club covers the cost of (flights & car hire if applicable) and accommodation for two (2) coaches (if team is over 10 swimmers) or one (1) coach (if team is 1-9 swimmers) to attend the Australian Age Group Championships held outside the Sunshine Coast Region. Travel, care hire and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee. If only one swimmer coach will be funded however swimmer must be a Club member applying the 90day rule (not unattached at commencement of meet).

Section 6 - AUSTRALIAN AGE GROUP CHAMPIONSHIPS OPEN WATER

Kawana Waters Swimming Club covers costs of (flights & car hire if applicable) and accommodation for 1 (one) coach to attend the Australian Age Group OW Championships - if held outside the Sunshine Coast Region. Travel, car hire and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee. If only one swimmer coach will be funded however swimmer must be a Club member applying the 90day rule (not unattached at commencement meet).

Section 7 - AUSTRALIAN CHAMPIONSHIPS OPEN WATER

Kawana Waters Swimming Club covers costs of (flights & car hire if applicable) and accommodation for one (1) coach to attend the Australian OW Championships - if held outside the Sunshine Coast Region and coach is NOT already funded by Kawana Aquatic, QS, QAS or AS. Travel, car hire and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee. The following criteria must be met.

1. Coach agrees to attend.

2. Swimmer must be a member applying the 90day rule (not unattached at commencement of meet)
3. All coach subsidies or funding from Kawana Aquatic, QS, QAS or AS must be disclosed to the Club.
4. Athlete must swim and place first, second or third in 'overall finisher' 10km at the Qld OW Championships, NSW OW Championships or an agreed qualifying event by Swimming Australia for the current season.

Section 8 - AUSTRALIAN CHAMPIONSHIPS POOL

Kawana Waters Swimming Club covers costs of (flights & car hire if applicable) and accommodation for one (1) coach to attend the Australian Open Championships - if held outside the Sunshine Coast Region and NOT already funded by QS, QAS or AS. Travel, car hire, and accommodation is chosen, booked and paid for at the discretion of the Club Management Committee. The following criteria must be met.

1. Coach agrees to attend.
2. Swimmer must be a member applying the 90day rule (not unattached at commencement of meet)
3. All coach subsidies or funding from Kawana Aquatic, QS, QAS or AS must be disclosed to the Club.
4. The athlete must meet a Swimming Queensland Squad **Gold** Qualifying Time for the current season for Olympic events as a minimum. (*Found on the QS website under athlete development*)
5. If a swimmer or a number of swimmers have 'qualifying' events (under point 4) that are spaced days apart over the week – the Club will cover all days in between, but not days outside of.
6. If the coach would like Club funding to attend with a swimmer to swim a non-Olympic Event (e.g. - 1500m for females, 800m for males and 50m events), the swimmer must still qualify (under point 4) for a second event. The Club will not fund a coach to attend for a non-Olympic event only.

Section 9 - TRAVEL / ACCOMMODATION CREDITS

Any points accrued by the Club with bookings remain the property of the Club for future bookings.

BY-LAW - I

TITLE: CLUB CHILD WELFARE

BY-LAW BACKGROUND

N/A

Section 1 - CHILD WELFARE AT SWIMMING MEETS OR CLUB FUNCTIONS

Kawana Waters Swimming Club adopts the Queensland Swimming Child Welfare Policy.

Section 2 - SWIMMING EVENTS OUTSIDE THE SUNSHINE COAST REGION

No Swimmer under the age of 18 is to travel to meets or stay in accommodation alone without a supervising guardian or parent. No Swimmer under the age of 18 is permitted to travel alone with a coach without an appointed guardian.

Section 3 - CLUB ORGANISED CAMPS

All supervising parents or participants over the age of 18 must have a current Blue Card.

By-Laws adopted 06 June 2016 Kawana Waters AGM

BY-LAW – G (AMENDMENT TO EXISTING BY-LAW)

TITLE: CLUB COMMITTEE POSITIONS

BY-LAW BACKGROUND

This is an amendment to By-Law G originally adopted at the 2014 AGM.

The original By-Law G was enacted at the 2014 AGM when the council changed the running / management of the facility to a lessee from the Sunshine Coast Council. The By-Law was enacted to protect the club from taking a direction different to that of the club's focus.

The club believes that the environment has changed and also acknowledges that some parents and / or members of the club are current Kawana Aquatic Centre employees and cannot contribute in a larger capacity due to By-Law.

By-Law Amendment

By-Law G is amended to allow a minimum number of Kawana Aquatic Centre staff to be members on the Kawana Waters Swimming Club General committee. The Kawana Aquatic Centre staff has a genuine desire to develop and assist the swimmers and parents of the Kawana Waters Swimming club.

The committee must have at least five (5) parent or swimmer members in place before a Kawana Aquatic Centre employee is eligible to be on the committee. Once that is met:

- For a committee between five to seven (5-7) positions, one (1) Aquatic Centre employee would be allowed as a member the committee.
- For a committee of eight (8) or more positions, no more than two (2) Aquatic Centre employees would be allowed to be members of the committee.

Limitations

- If an Aquatic Centre employee takes on a role on the committee they must take the role on in its entirety and not share roles with other committee members.
- The Aquatic Centre employees on the committee may not hold an Executive Management position, e.g. President, Vice President or Treasurer.

- Any employees of the Aquatic Centre on a committee would remain impartial to the club funds (i.e. be unable to vote on any funding related decisions) and not have access or signatory rights to the club's funds.
- If a committee member who is an Aquatic Centre employee is in receipt of payment from the club for services, i.e. a coach, they are not able to take part in any votes in relation to these payments.

Exclusions

The Centre Manager and his or her family are not able to hold a committee position.

By-Laws adopted 18 June 2016 Kawana Waters AGM.

Removal of *Club Relay Selection* from the By-Laws, originally adopted at the 2014 AGM.

This is not a By-Law and will be maintained as a separate policy document.

Removal of *Club Nominations for Carnival* from the By-Laws, originally adopted at the 2014

AGM. This will is not a By-Law and will be maintained as a separate policy document.

By-Laws adopted 24 June 2017 Kawana Waters AGM

BY-LAW - J

TITLE: SUPPLY OF CLUB UNIFORMS FOR CHAMPIONSHIP EVENTS

BY-LAW BACKGROUND

N/A

BY-LAW

Kawana Waters Swimming club will only supply swimmers a uniform for selected meets throughout the season on the understanding that the swimmer has met the necessary qualifying times for the events which they are competing and the swimmer will compete at the selected meet.

A uniform co-payment may be required to be paid by each individual swimmer. Any requirement for a uniform co-payment will be determined at the discretion of the management committee.

In the event a swimmer, who has qualified for a selected meet and has received a uniform, then does not compete at the event for any reason, the committee may, in consultation with the coaches, require the swimmer to pay and cover the cost of the uniform in full.

BY-LAW – G (AMENDMENT TO EXISTING BY-LAW)

TITLE: CLUB COMMITTEE POSITIONS

BY-LAW BACKGROUND

This is an amendment to By-Law G originally adopted at the 2014 AGM and amended at the 2016 AGM.

The original By-Law G was enacted at the 2014 AGM when the council changed the running / management of the facility to a lessee from the Sunshine Coast Council. The By-Law was enacted to protect the club from taking a direction different to that of the club's focus.

The club believes that the environment has changed and also acknowledges that some parents and / or members of the club are current Kawana Aquatic Centre employees and cannot contribute in a larger capacity due to By-Law.

By-Law Amendment

The committee must have at least three (3) parent or swimmer members, which are not employees of the Kawana Aquatic Centre, before any aquatic centre employees are eligible to be members of the committee. Once that is met:

- Up to two (2) centre staff members can be committee members. This would replace the following points of the current By-Law G:
 - For a committee between five to seven (5-7) positions, one (1) Aquatic Centre employee would be allowed as a member the committee.
 - For a committee of eight (8) or more positions, no more than two (2) Aquatic Centre employees would be allowed to be members of the committee.

The remaining components and limitations to By-Law G (e.g. staff members cannot hold the position of President, Vice President or Treasurer; staff members have no access or signatory rights to club funds and unable to vote on any funding related decisions; and if employee is in receipt of payment from the club for services, they are not able to take part in any votes in relation to these payments) remain unchanged.