

Date: Sunday 22nd January 2023

Venue: Function Room, SA Aquatic & Leisure Centre
443 Morphett Road, Oaklands Park, 5046

Time: To commence at 12:30pm

If after 12:30pm the AGM will commence 15mins after the conclusion of the session

Business of Annual General Meeting

The business of the 2022 Annual General Meeting will be to:

1. **Welcome & Apologies**
2. **Confirmation of the Minutes of the previous meeting/s:** Minutes from the 2021 AGM
3. **Any business arising out of the Minutes**
4. **Presentation & Adoption of the Annual Report & Financial Statements**
5. **Life Membership:** Nil
6. **Consider motions to alter the Constitution:** Nil
7. **Special Resolution:** Nil
8. **Election of members of the Board of Directors**

SwimmingSA would like to thank following directors whose current term concludes at the AGM:

- Selma Barlow
- Simon Williams

Nominations for the two vacancies for 2022/23 have been received from:

- Selma Barlow
- Benjamin Clavel
- Wade Meaney
- Simon Williams

Nomination Information from each candidate is attached to this agenda.

The election for two Directors of SwimmingSA Inc will be held via Swim Central. Voting is now Open and will close at COB 16th January 2023. In the case of a tie for the election of director positions a second round of voting called for on 18th January 2023 and closing on 20th January 2023. The outcome will be announced at the Annual General Meeting on Sunday 22nd January 2022.

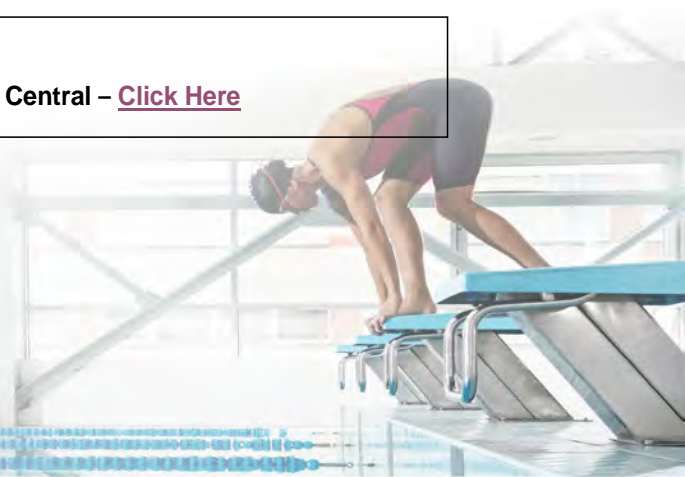
Election Voting Link – [Click Here](#)

9. **General Business:**
Nil

RSVP INFORMATION

Please Register to attend the AGM via Swim Central – [Click Here](#)

-End-



Swim Central Form – Help Guide

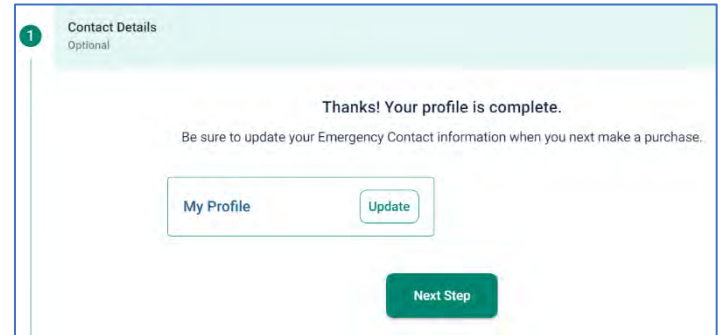
1. Click on Link provided

[Click Here](#)

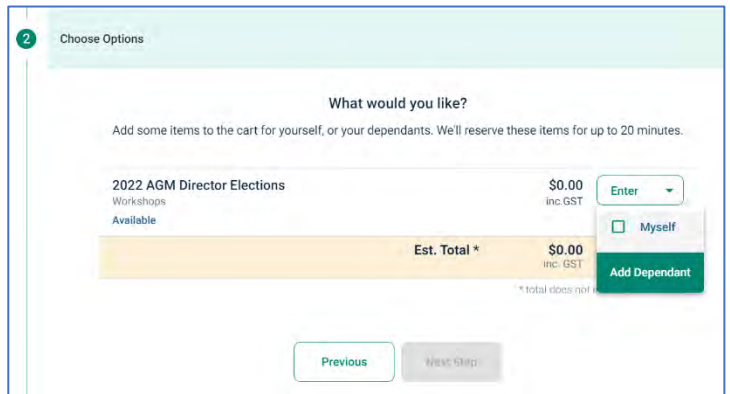
2. Click on Enter Now
3. Login to Swim Central



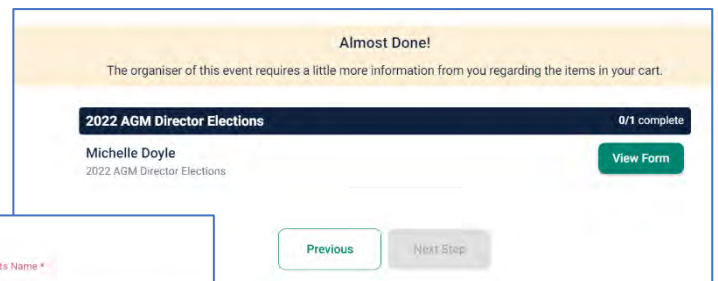
4. Check if your profile needs updating & click next



5. Add the director election product to your cart & click next



6. Click on view form, complete vote & click submit



Club Information

Club Name * 0 of 100

Current Presidents Name * 0 of 100

Has this changed since your affiliation? 0 of 100

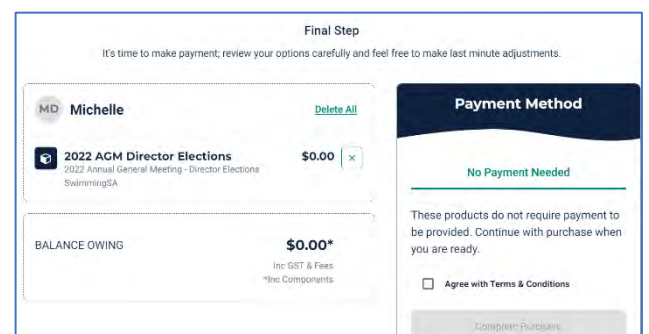
Delegate Information

Delegates Name * 0 of 100

Delegates Email * 0 of 100

Delegates Phone * 0 of 100

7. Click next & complete your check out.



NOMINATION FORM – DIRECTOR POSITIONS ONLY 2022 ANNUAL GENERAL MEETING

Nominee Information

Name	Selma Barlow
Home Address	8 Bushy Park Drive, Auldana, SA 5072
Mobile Number	0404 409 585
Email Address	selma.barlow@hotmail.com
Employment/Position	Coordinator, Economic Development
Education	MBA, MSc, BSC (Hons)

Previous Board or Committee experience (if any)

Name of Organisation	Role	Date From	Date To
Swimming SA	Director	2020	2022
Swimming SA Technical Committee	Secretary	2018	Current
Economic Development Australia	Committee Member and Secretary	2020	Current
Australian Institute of Business – Teaching and Learning Committee	Committee Member	2020	2022
Norwood Swimming Club	Secretary	2013	2017
Borough of Kirklees Swimming Club	Secretary, Membership, and Events	2007	2012

Qualifications

<input type="checkbox"/> Accounting/Finance	<input type="checkbox"/> Law
<input checked="" type="checkbox"/> Business/Commerce	<input type="checkbox"/> Marketing/Communications
<input type="checkbox"/> Governance	<input type="checkbox"/> Coach / Official
<input type="checkbox"/> Human Resources	<input type="checkbox"/> Research/Education/Training
<input type="checkbox"/> Work Health & Safety	
<input checked="" type="checkbox"/> Other	

Skills - Governance

<input type="checkbox"/> Corporate Governance	<input type="checkbox"/> Financial Literacy
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<input type="checkbox"/> Club Governance	X Policy Development
X Strategic Management	X Business Performance
<input type="checkbox"/> Risk Manager	<input type="checkbox"/> Compliance & Legal Responsibilities

Skills - Technical	
X Government Relationships	<input type="checkbox"/> CALD/Disability
<input type="checkbox"/> Financial Investment	X Official / Coach / Athlete
<input type="checkbox"/> Information Technology	X Branding & Marketing
<input type="checkbox"/> Property/Asset Management	X Research/Education/Training

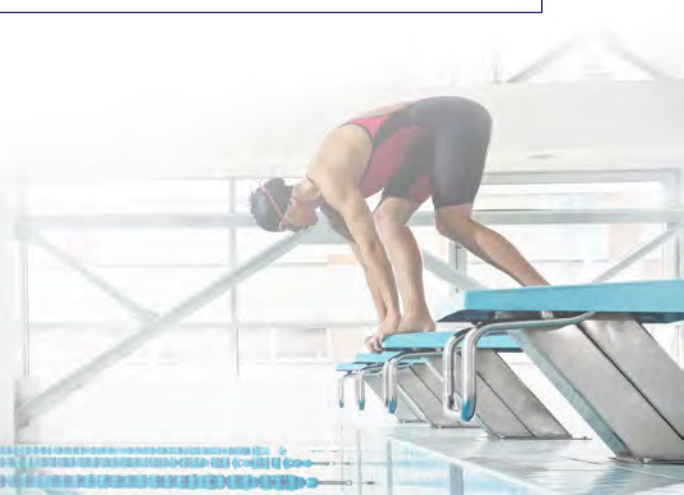
Affiliations or Organisations you belong to	Role

Short listed nominees will be required to undergo formal probity checks including a National Police Criminal Records check and an Australian Securities and Investments Commission Disqualification Register check.

Have you ever been a bankrupt or disqualified from owning a business or being a director of an Association or Company?

<input type="checkbox"/> Yes	X No
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If YES please give details



Please provide a 100 word capability statement that would be used on our website and in Annual Reports.

Selma has a genuine passion for advancing the sport of swimming and has been actively involved for 15 years. She became involved with the sport in 2007 when her children commenced competitive swimming in the United Kingdom. Initially as a technical official she became club secretary for the Borough of Kirklees Swimming Club also managing membership and events. During this time, she achieved Swim 21 accreditation for the club working closely with North-East Regional Boards and British Swimming.

On moving to Australia in 2012, she joined the Norwood Swimming Club, becoming the committee club secretary from 2013 until 2017. She is a qualified referee, a member of the Technical Committee and can be regularly seen on pool deck at country, state, and national meets.

Outside of swimming she is known as a strategic leader, led a successful environmental consultancy for over 15 years and now leads economic development at the City of Charles Sturt.

Please provide 2 referees

Name of person & Relationship to Nominee		Contact Details
1.	Darren McLachlan – fellow Technical Committee Member	DMcLachlan@westminster.sa.edu.au
2.	Lorraine Burford	lorraine.burford2@bigpond.com

CV or Statement of Expertise:

To assist in the assessment of nominations by Members, please provide a CV, statement or information regarding how the nominee’s skills and experience might fulfil any of the following specific skill sets:

- Passion – a genuine interest and passion in advancing the sport of Swimming in South Australia
- Strategy – strategic thinking and experience with developing and delivering on strategic plans and objectives
- Mentoring – experience in mentoring and developing organizational capability and capacity
- Risk – an understanding of risk management and planning
- Financial literacy – accountancy qualifications or a strong ability to understand financial statements and arrangements
- Government experience / understanding – knowledge of and/or contacts in local, State or Federal government, especially in relation to funding of projects
- Business networks – strong corporate / business and sporting relationships and experience in fostering these relationships to assist the sport and attract partnerships and sponsorships
- Industry Knowledge – experience with developing and running sporting clubs and centres

(Suggested Length – 1 to 2 pages)



I have a genuine passion for advancing the sport of swimming and has been actively involved for 15 years.

I became involved with the sport in 2007 when my children commenced competitive swimming in the United Kingdom. Initially as a technical official I also took over the reins as the club secretary for the Borough of Kirklees Swimming Club and managing membership and events. During this time, I achieved Swim 21 accreditation for the club in line with the Amateur Swimming Association requirements, working closely with North-East Regional Boards and British Swimming.

On moving to Australia in 2012, I joined the Norwood Swimming Club, becoming the committee club secretary from 2013 until 2017. I am a qualified referee, a member of the Technical Committee and can be regularly seen on pool deck at country, state, and national meets.

I also enjoy mentoring officials and running workshops on how to become a technical official.

Outside of swimming I am known as a strategic leader, a great collaborator, and a connector of people.

I like to think of myself as a team player with excellent communication skills whilst also bringing excellent strategic and business skills to the table.

I led a successful environmental consultancy for over 15 years growing it from a small business to a global company.

The management, coordination and supervision of land contamination environmental surveys and remediation strategies took me worldwide. However, ultimately, I took over the financial, strategic and risk management of the business. I was also responsible for the implementation and management of Occupational Health and Safety processes, Investors in People ISO 9001:2000 and ISO 14001 achieving 100% audit success over 10 years.

Since moving to Adelaide 10 years ago I have become well-known in Economic Development and Tourism across the state and frequently speak on major economic issues.

I develop and implement strategies and programs to showcase the region, attract investment and build the capability of local businesses. More recently leading economic recovery initiatives during COVID-19 to assist businesses to recover, reset and reposition for the future.

I completed my MBA in 2020 with the Australian Institute of Business and was awarded both the Deans Merit Award and Valedictorian

I have highly developed leadership skills and I'm used to building relationships with government bodies and other organisations, collaborating to form partnerships and believe I am well suited to a position on the Swimming SA board.

Selma Andrea Barlow

8 Bushy Park Drive, Auldana, SA 5072

0404 409 585

E-Mail Selma.barlow@hotmail.com

[Selma on LinkedIn](#)

PROFESSIONAL PROFILE

A proven Economic Development practitioner committed to leading and implementing strategies that attract investment, promote visitation, and facilitate a thriving and sustainable local economy. A positive, initiative-taking leader with excellent interpersonal and relationship-building skills I am recognised for my knowledge of current economic and environmental challenges and emerging trends and my ability to connect and build effective relationships.

With a demonstrated ability for strategic and lateral thinking I led transformational change which resulted in exceptional growth for Oceans ESU Ltd and developed team capabilities to deliver new and innovative programs and environmental solutions. I am now looking for a new challenge where I can use my experience, knowledge, and leadership skills further.

EDUCATION AND QUALIFICATIONS

MBA, Australian Institute of Business – GPA 6.75 awarded Valedictorian and Dean’s Merit Award

February 2020

MSc Advanced Analytical Chemistry, University of Huddersfield, UK

June 1994

BSc (Hons) Chemistry, University of Huddersfield, UK

June 1991

PROFESSIONAL SKILLS AND EXPERIENCE

Economic Development

Strategy Development and Implementation

Environmental Management

Leadership

Project Management

Marketing

Stakeholder Engagement

Activations and Events

Communications

Career summary

Coordinator, Economic Development // City of Charles Sturt // 2021 – current

Business Engagement Advisor // City of Charles Sturt // 2019 – 2021

- Leadership and implementation of Council’s Economic Development Strategy, programs activities and services to meet the strategic and operational needs of the City of Charles Sturt.
- Leadership and support of the Economic Development team.
- Develop and implement a comprehensive approach to City marketing, promoting city assets, business developments, and stories of success, people and place to attract visitation.
- Form strategic alliances and partnerships to gain internal and external commitment (including financial commitment) to economic development actions and strategic directions.
- Develop and maintain strategic relationships with industry, developers, state agencies and the private sector to support economic development projects and investment attraction across the City.
- The first point of contact for investment enquiries and tourism opportunities for the City.
- Work closely with the placemaking and city futures team to champion place shaping.
- Analysis of Economic Development data to ensure programs are addressing current economic challenges and opportunities.
- Undertake regular evaluation and reporting to Council on services, projects, programs, and monitoring against performance indicators.
- Coordinate and curate business events, webinars, conferences, and educational workshops.
- Develop and implement the Dive into the West marketing strategy to build a strong regional brand across four Council area to promote Western Adelaide as a great place to live.
- Coordinate marketing and communication content for business to showcase the city, build engagement with the community and increase attendance at events.

- Work closely with teams across the organisation to champion climate resilience and adaptation and the circular economy.
- Work closely in partnerships with other organisations to provide support to local entrepreneurs and start-ups.
- Develop strong relationships with all members of the community, elected members, internal and external stakeholders, all levels of Government and relevant industry associations.

Key Achievements

- Produced the new City of Charles Sturt Economic Development Strategy and Action Plan 2022-2026 following economic analysis and extensive consultation with the business community.
- Designed and delivered an effective communication strategy across multiple channels to engage with the business community during COVID-19, consistently reaching over 5,000 businesses.
- Designed and delivered a Business Support Program to help businesses recover, reposition and innovate. Case managed over 200 businesses through this program over 2 years.
- Delivered the Western Adelaide Jobs Expo 2022 in partnership with the City of Port Adelaide Enfield attended by 1,200 Jobseekers, awarding 110 jobs on the day.
- Developed a highly successful Western Business Leaders – Women in Business networking series designed to support, empower, and connect women.
- Changed the face of business engagement at the City of Charles Sturt to respond to the diverse needs of our business community and improve the customer experience.
- Increased the business LinkedIn page following by 65% from 3,365 to 5,560 in 2 years.
- Grew the awareness of Western Business Leaders through a range of marketing and communication strategies doubling its membership to 3,000 businesses resulting in better business engagement with Council.
- Worked internally to help reduce red tape and externally with the Small Business Friendly Council to foster Council initiatives helping to create a supportive business environment.
- Developed the Regional Economic Development Australia Conference in partnership with Local Government Professionals to address productivity and growth issues across South Australia.
- Presented at the Economic Development Australia, South Australian regional event on Workforce Development Programs.
- Built partnerships with the Local Jobs Program, Local Jobs Taskforce, and businesses to respond to current workforce and skills gaps.
- Built partnerships with Adapt West and local businesses to assist businesses to understand the impacts of climate change and undertake business continuity planning.

Business Development Advisor // City of Adelaide // 2016 – 2019

Retail Facilitator // City of Adelaide // 2016

Field Staff Coordinator // City of Adelaide // 2015

Project Officer // City of Adelaide // 2014 - 2015

Advisor Precinct Group Development // City of Adelaide // 2014

- Implementation of Councils Economic Development Strategy, programs activities and services to meet the strategic and operational needs of the City of Charles Sturt.
- Coordinated and curated business events, webinars, conferences, and educational workshops.
- Coordinated and curate in-house content for social media, website, email marketing, print and digital mediums.
- Developed and implemented strategic marketing plans to increase the use and engagement of businesses in programs, workshops, and events.
- Support the Precinct groups on projects and activity plans.
- Facilitate the Lord Mayor's Precinct Forum.
- Worked closely with the Lord Mayor's office and elected members to deliver solutions in a complex political environment.

Key Achievements

- Awarded employee of the month for extensive engagement with City businesses over many months followed by the coordination and management of a large Civic reception to celebrate the long-term commitment of businesses based in the City for over 25 years (2017).
- Awarded Employee of the Month for bringing the values of Achievement, Customer Commitment, and Innovation to life (2016).
- Led a team of surveyors and delivered the 2016 Adelaide City Census of Land Use and Employment (ACCLUE) survey of all 5,000 City businesses on time and within budget.
- Led the implementation, management and evaluation of a Business Start-up and Activation Fund for businesses looking to relocate to or activate vacant office space.
- Led a comprehensive review of site contamination within the City to identify areas requiring attention. Liaised with external stakeholders, the Environment Protection Authority, Planning, and internal departments across Council administration providing advice on contaminated land issues.
- Undertook comprehensive research and Council report on the Building Upgrade Finance Scheme.
- Designed, developed, and delivered a business support program for businesses to support and build business capability during challenging economic times. Over 35 businesses successfully completed the program.
- Designed and established a business referral system of trusted suppliers for businesses advisors to provide additional free support for businesses in line with the Independent Commission against Corruption (ICAC).
- Established a working group with representatives from the Department of State Development, Business SA, Small Business Commissioner, Smart Studio and Universities to identify opportunities to collaborate, reduce duplication and fill education gaps.
- Led the management, design, and implementation of the City of Adelaide's Ten Gigabit Adelaide Launch Event with over 600 attendees.
- Increased the subscription rate to digital newsletters by 20% to 6000 City businesses and 1,600 retailers by improving marketing and content resulting in better business engagement with Council.
- Worked with City businesses to deliver a highly successful 'Christmas in the City' retail marketing campaign.
- Team Leader 2016 Local Government Professionals Australia Management Challenge.

Environmental Consultant/ Director // Oceans ESU Ltd // 1994 – 2012

United Kingdom / Australia

- Financial and strategic management of Oceans-ESU, identifying and targeting industries and global markets to develop and grow the business.
- Senior leadership of a team of professionals to deliver a range of environmental solutions worldwide including engineers, remote site workers, laboratory personnel and students.
- Provide quality advice to clients, developers and regulatory bodies while seeking to understand the motivations and objectives of all parties involved to ensure the best environmental outcome.
- Design and management of land contamination, environmental surveys, and remediation strategies for large scale retail and urban developments.
- Design and management of environmental solutions for the oil industry to ensure long term community benefit in Sudan.
- Design, management, and operation of a large-scale bioremediation system for the steel industry in Australia.
- Leadership of Investors in People ISO 9001:2000 and Environmental Management System ISO 14001.
- Analysis of environmental data to ensure designs and strategies are meeting environmental targets.
- Evaluation and reporting to the Environmental Protection Agency on services, projects, programs, and monitoring against performance indicators.

Key Achievements

- Grew the company from a small start-up laboratory employing 3 people to a global environmental company with offices in four countries employing over 35 FTE.
- Designed and managed an environmental laboratory capable of large-scale sample turnaround achieving a 25% increase in revenue for charged services.
- Developed an extensive program of soil and groundwater sampling and chemical analysis delivering results in budget and within agreed timescales.
- Managed of a large-scale bioremediation system achieving 100% success against legislative targets.
- Managed Investors in People ISO 9001:2000 and Environmental Management System ISO 14001 achieving 100% audit success over 10 years.
- Implemented a comprehensive staff development program.

Voluntary and Board Work

Economic Development Australia Regional – SA Chapter Committee Member // 2021 - Current

Local Jobs Taskforce // 2022 – current

Local Government Professionals Australia – Women’s Regional Mentoring Program // 2022 – current

Australian Institute of Business (AIB) Customer Experience Panel // 2021 - Current

Swimming South Australia Board Member // 2019 - current

Swimming South Australia Technical Official/ Committee Member // 2013 - current

Referees

Available on request.

NOMINATION FORM – DIRECTOR POSITIONS ONLY 2022 ANNUAL GENERAL MEETING

Nominee Information	
Name	Benjamin CLAVEL
Home Address	88 Harris St Broken Hill
Mobile Number	0410 091 943
Email Address	benclavel37@yahoo.com.au
Employment/Position	Retired
Education	Bachelor of Policing CSU

Previous Board or Committee experience (if any)			
Name of Organisation	Role	Date From	Date To
BIA Executive	President	2019	-

Qualifications	
<input type="checkbox"/> Accounting/Finance	<input checked="" type="checkbox"/> Law
<input type="checkbox"/> Business/Commerce	<input checked="" type="checkbox"/> Marketing/Communications
<input checked="" type="checkbox"/> Governance	<input type="checkbox"/> Coach / Official
<input checked="" type="checkbox"/> Human Resources	<input checked="" type="checkbox"/> Research/Education/Training
<input checked="" type="checkbox"/> Work Health & Safety	
<input type="checkbox"/> Other	

Skills - Governance	
<input checked="" type="checkbox"/> Corporate Governance	<input checked="" type="checkbox"/> Financial Literacy
<input checked="" type="checkbox"/> Club Governance	<input checked="" type="checkbox"/> Policy Development
<input type="checkbox"/> Strategic Management	<input type="checkbox"/> Business Performance
<input checked="" type="checkbox"/> Risk Manager	<input checked="" type="checkbox"/> Compliance & Legal Responsibilities

Skills - Technical

<input checked="" type="checkbox"/> Government Relationships	<input type="checkbox"/> CALD/Disability
<input type="checkbox"/> Financial Investment	<input checked="" type="checkbox"/> Official / Coach / Athlete
<input checked="" type="checkbox"/> Information Technology	<input type="checkbox"/> Branding & Marketing
<input checked="" type="checkbox"/> Property/Asset Management	<input checked="" type="checkbox"/> Research/Education/Training

Affiliations or Organisations you belong to

Role

Affiliations or Organisations you belong to	Role

Short listed nominees will be required to undergo formal probity checks including a National Police Criminal Records check and an Australian Securities and Investments Commission Disqualification Register check.

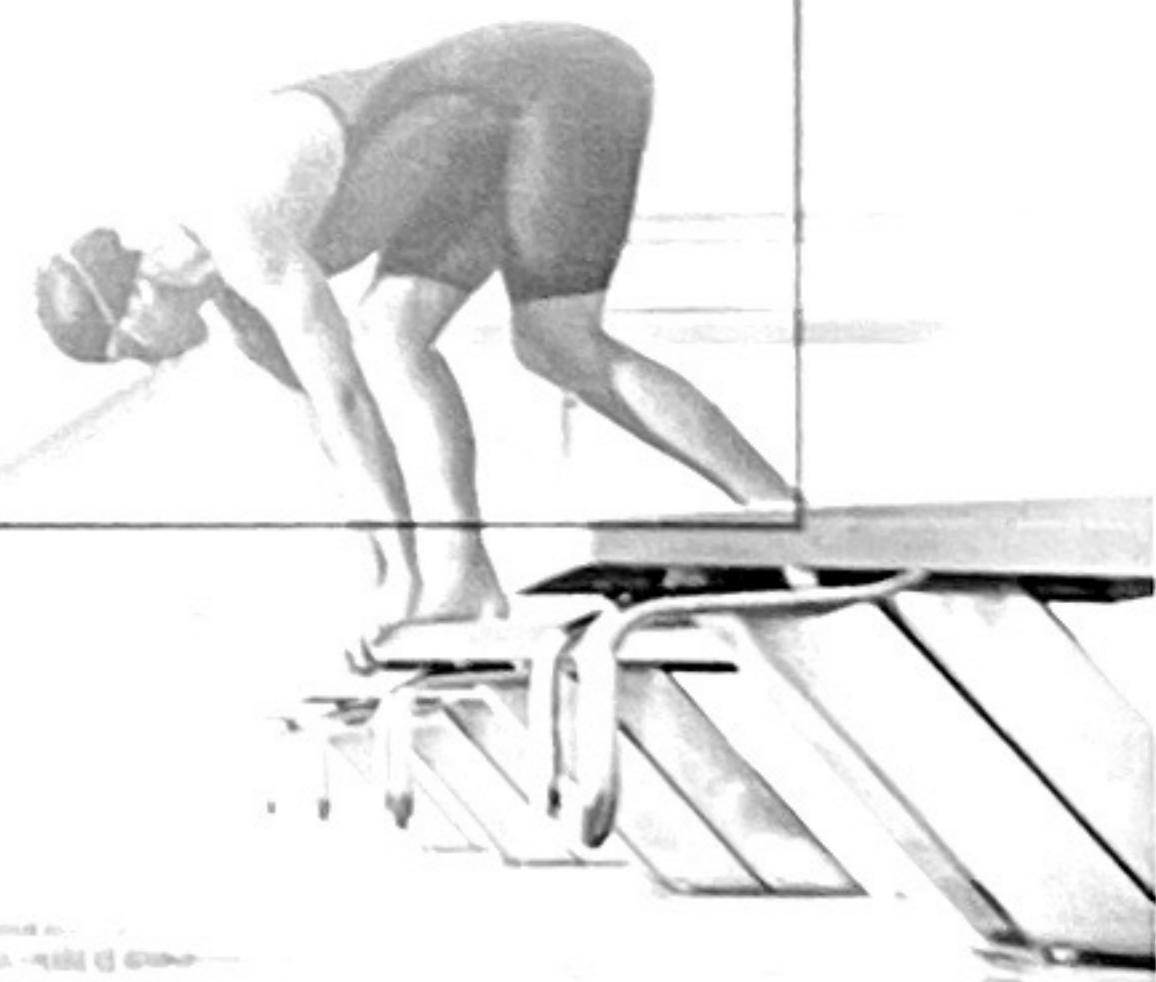
Have you ever been a bankrupt or disqualified from owning a business or being a director of an Association or Company?

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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If YES please give details

Please provide a 100 word capability statement that would be used on our website and in Annual Reports.

See attached.



Please provide 2 referees

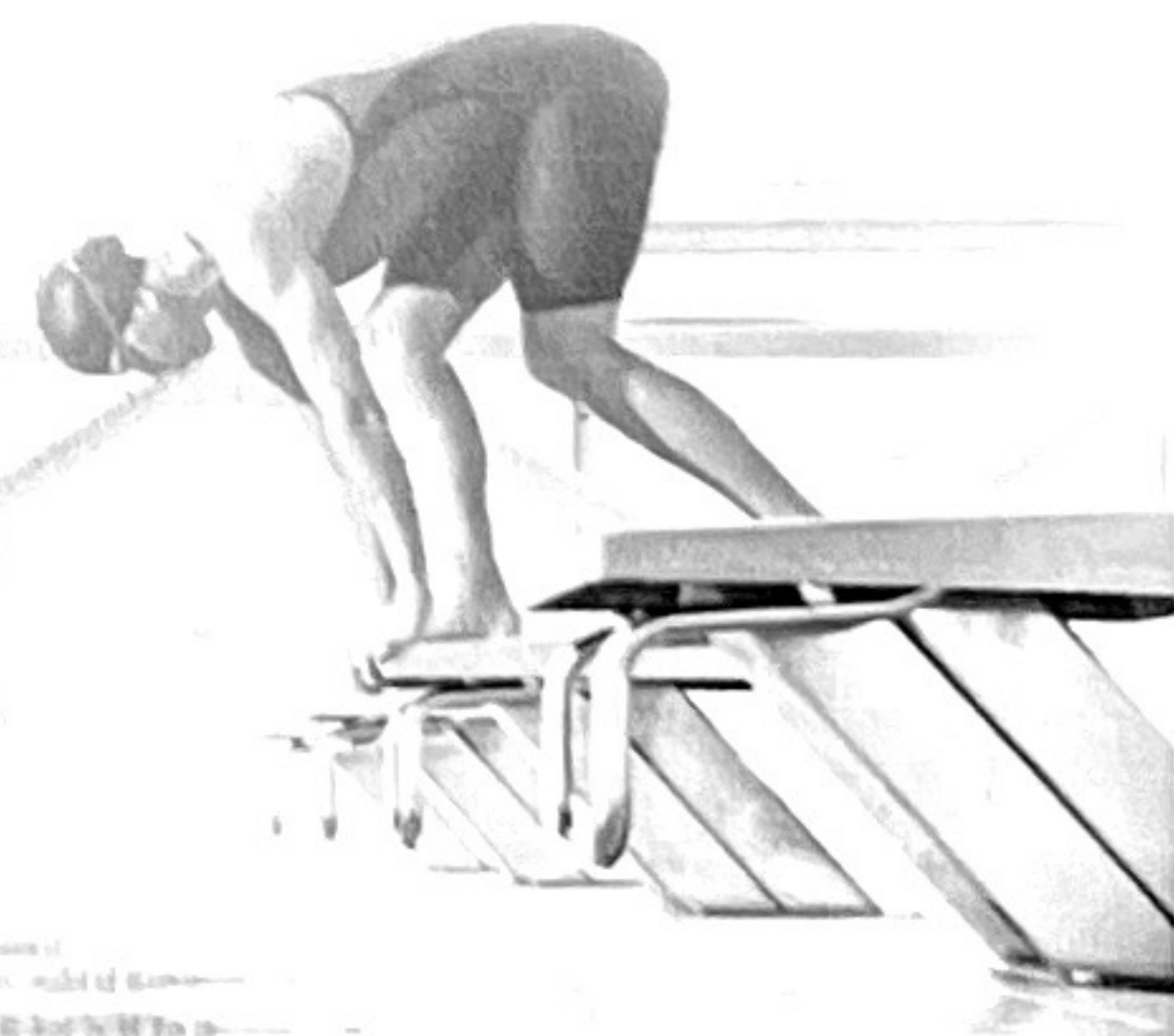
Name of person & Relationship to Nominee		Contact Details
1.	Ben Victory - BAA	0429 123 312
2.	Jennine Speedley - BAA	0402 233 538
3.	Brendan Cullen - Lifeline	0437 188 980

CV or Statement of Expertise:

To assist in the assessment of nominations by Members, please provide a CV, statement or information regarding how the nominee's skills and experience might fulfil any of the following specific skill sets:

- Passion – a genuine interest and passion in advancing the sport of Swimming in South Australia
- Strategy – strategic thinking and experience with developing and delivering on strategic plans and objectives
- Mentoring – experience in mentoring and developing organizational capability and capacity
- Risk – an understanding of risk management and planning
- Financial literacy – accountancy qualifications or a strong ability to understand financial statements and arrangements
- Government experience / understanding – knowledge of and/or contacts in local, State or Federal government, especially in relation to funding of projects
- Business networks – strong corporate / business and sporting relationships and experience in fostering these relationships to assist the sport and attract partnerships and sponsorships
- Industry Knowledge – experience with developing and running sporting clubs and centres

(Suggested Length – 1 to 2 pages)



BENJAMIN CLAVEL

CAPABILITY STATEMENT

I recently retired from the NSW Police Force after 22 years service, attaining the rank of Sergeant. I bring with me significant experience in the areas of human resources, business strategic direction and risk management.

Specifically I am a recognised expert in the field of criminal interdiction. In short, identifying crimes before they happen.

In 2019, I was trained by the Texas Department of Public Safety to pro-actively identify children at risk of significant harm by recognising indicators of child abuse.

I have trained police forces throughout Australia in the area of criminal interdiction. This is a skill I would be willing to share with SwimmingSA to provide the safest environment possible for everyone involved in the sport swimming.

EXPERIENCE

SERGEANT - NSW POLICE – 1999-2021

My first posting in the centre of Sydney. In 2003, my family moved to Broken Hill where we stayed until 2008. In 2008, I was transferred to the Oxley District (Tamworth NSW) where I worked in general duties and highway patrol. In 2014, I was promoted to the rank of Sergeant at a small police station called Hay. In 2018, I transferred back to Broken Hill. I retired from the NSW Police Force in 2021 on medical grounds.

During my time in the police I undertook many training courses and gained a strong skill set in the area of child protection. As stated previously I have trained many police how to identify indicators of abuse. Such training is not only for police. It has actually been used by industries such as airlines for many years due to issues with international human trafficking.

If elected to the board I would be willing to consult with SwimmingSA about how strengthen its policies, procedures and training due to the high risk nature of our sport.

Further to this, I am a pilot and I own my own aircraft. I would be willing to travel to remote areas of the state with the assistance of Swimming SA to support country clubs if the need was identified.

EDUCATION

ROYAL CANADIAN MOUNTED POLICE - CRIMINAL INTERDICTION - 2009

NSW POLICE - CRIMINAL INTERDICTION TRAINER - 2009

CHARLES STURT UNIVERSITY - BACHELOR OF POLICING - 2010

TEXAS DEPARTMENT OF PUBLIC SAFETY - INTERDICTION FOR THE
PROTECTION OF CHILDREN - 2019

SKILLS

Having been employed with a government department for over two decades I have a very good understanding of how to develop and deliver strategic plans as well as foster professional partnerships.

I have a sound understanding of financial matters. In my professional life I dealt with budgets, costings and had delegated financial responsibilities on a daily basis. As a member of the BHA executive I have a responsibility to members to maintain the financial health of our clubs future. Our club is in the strongest financial position it has been for many years.

I have been President of the Broken Hill Stingrays for the of the past three years and as such understand how to run a sporting club. I have mentored junior and senior staff throughout the entirety of my career.

I have a passion for swimming. I am a swimmer myself. Since retiring from the police swimming has assisted my mental health greatly. I believe swimming is a powerful tool we can all use to combat many of society's issues.

My family and I have been members of the Broken Hill Stingrays for five years. The culture of this club has changed our lives and the lives of many other families for the better. This is something I would like to share with SwimmingSA and the swimming community.

I am a father of three boys. All my boys compete at the state level with one of my son's recently qualifying for nationals. My families relationship with swimming will continue for many years to come.

I wish to apply to be a member of the SwimmingSA board for the above reasons and because I believe I have valuable skills to pass on. In turn, I hope to be part of the positive growth of swimming as a sport and SwimmingSA as an organisation.

NOMINATION FORM – DIRECTOR POSITIONS ONLY 2022 ANNUAL GENERAL MEETING

Nominee Information

Name	Wade Zammit Meaney
Home Address	6C Brook Avenue, Plympton SA 5038
Mobile Number	0487 380 507
Email Address	wade.zammitmeaney@gmail.com
Employment/Position	Manager – Sport Operations & Commercial @ Adelaide University Sport and Fitness
Education	Cert III in Sport and Recreation

Previous Board or Committee experience (if any)

Name of Organisation	Role	Date From	Date To

Qualifications

<input type="checkbox"/> Accounting/Finance	<input type="checkbox"/> Law
<input checked="" type="checkbox"/> Business/Commerce	<input checked="" type="checkbox"/> Marketing/Communications
<input type="checkbox"/> Governance	<input type="checkbox"/> Coach / Official
<input type="checkbox"/> Human Resources	<input type="checkbox"/> Research/Education/Training
<input type="checkbox"/> Work Health & Safety	
<input checked="" type="checkbox"/> Other <i>Sport + Recreation</i>	

Skills - Governance

<input checked="" type="checkbox"/> Corporate Governance	<input checked="" type="checkbox"/> Financial Literacy
<input checked="" type="checkbox"/> Club Governance	<input checked="" type="checkbox"/> Policy Development
<input checked="" type="checkbox"/> Strategic Management	<input checked="" type="checkbox"/> Business Performance
<input checked="" type="checkbox"/> Risk Manager	<input checked="" type="checkbox"/> Compliance & Legal Responsibilities

Skills - Technical

<input checked="" type="checkbox"/> Government Relationships	<input type="checkbox"/> CALD/Disability
<input type="checkbox"/> Financial Investment	<input type="checkbox"/> Official / Coach / Athlete
<input type="checkbox"/> Information Technology	<input checked="" type="checkbox"/> Branding & Marketing
<input type="checkbox"/> Property/Asset Management	<input checked="" type="checkbox"/> Research/Education/Training

Affiliations or Organisations you belong to

Role

Jamestown Swimming Club	Member

Short listed nominees will be required to undergo formal probity checks including a National Police Criminal Records check and an Australian Securities and Investments Commission Disqualification Register check.

Have you ever been a bankrupt or disqualified from owning a business or being a director of an Association or Company?

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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If YES please give details

Please provide a 100 word capability statement that would be used on our website and in Annual Reports.

Wade is an experienced sport administrator with a passion for swimming, having grown up in community swimming in country South Australia before spending five years in events at Swimming SA, and a further 2.5 at Swimming Australia supporting the delivery of numerous country, state and national championships. Wade understands what it takes for community and high-performance sport to operate, the value of volunteers and the importance of sport sustainability and growth through his current role leading sport operations and commercial at Adelaide University Sport and Fitness where he supports clubs to thrive through strategic planning, member engagement / retention, good governance and commercialisation.



Please provide 2 referees

Name of person & Relationship to Nominee		Contact Details	
1.	Becchara Palmer- Friend & Professional Referee Marketing & Engagement Mgr – AU Sport & Fitness	0309 554 611	kate@thehuddle.com.au
2.	Kate Russell – Friend & Professional Referee Director – The Huddle	0422 933 934	becchara@gmail.com

CV or Statement of Expertise:

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(Suggested Length – 1 to 2 pages)



Hello, I'm Wade Zammit Meaney.

As a passionate supporter and experienced administrator of the sport, it is with enthusiasm that I nominate for a Board Director position at SwimmingSA. My background lies in swimming, having grown up in the water and volunteering in the summer months at Jamestown Swimming Club, then transitioning to the administration of the sport through employment with SwimmingSA and Swimming Australia until 2021. I understand first-hand the impact this sport has, in particular on young people, and the importance of retention of swimmers and volunteers alike to support strong clubs with an inclusive and welcoming culture.

Before joining the swimming workforce in 2014, I participated in and out of the water at my local swimming club through coaching, team management and nominations. I was what you would consider the typical country swimmer – not in medal contention at a state titles, but in the sport for the other benefits – culture, team, and place in the community. It paid its dividends tenfold. Some of my fondest memories are of Friday nights around the pool deck at the Upper North Interclub time trials each week over summer.

After finishing school, I commenced an events and administration traineeship with SwimmingSA, which ultimately led me into the role of Events Coordinator from 2014 to 2018, before moving into the events team at Swimming Australia from 2018 until 2020. In these roles I led and supported the delivery of numerous country, state and national events, including working on the 2016 and 2021 Olympic and Paralympic trials events.

In 2021 I moved on from Swimming Australia, and into stadium operations at Adelaide Oval for a short period, supporting the delivery of the cricket and AFL game days, before moving into Adelaide University Sport and Fitness where I am currently the Sport Operations and Commercial Manager. In my role I support 38 clubs (each a unique sport) in their governance, membership management and club growth. My ethos is to build sustainability before growth to ensure the club is well placed for success. In this role, I support organizational strategy and mentor clubs to ensure cohesion and collaboration on strategic targets for the greater benefit of each club and at large, sport in South Australia. My role also leads on member engagement, club development and funding, club affiliation, digital systems, retail operations and venue activation.

I am a solution-focused and measured leader, just as passionate about the journey as the final destination. I understand the importance of team work and the strength we have when we collaborate internally and externally. I value organisation stability, curiosity, trust and structure as the foundations of agility and growth. I am motivated by progress and learning equally. In a team environment, I appreciate the importance of diverse backgrounds, knowledge and experience, and embrace this.

Through my personal and professional experience in sport, I feel I have the skills and aptitude necessary to make an impactful contribution to swimming in South Australia as a Board Director, and support the association's vision to be successful and sustainable into the future. With SwimmingSA's current strategic plan at its conclusion (2018 – 2022), I am excited by the opportunity our sport has to look forward, harnessing Australia's green and gold runway toward 2026 and 2032, and look inward at the positive impact the next decade can bring to the sport locally across the spectrum of swimming from grassroots to high performance, regardless of where you swim. The board is a team, representing its stakeholders and working for the greater good of sport for those who follow. This is a pivotal time, and it is important we get it right.

Thank you for your time in considering my nomination.

Please don't hesitate to contact me to discuss further.

Yours sincerely,

Wade Zammit Meaney

Hello, I'm Wade Zammit Meaney.

As a passionate sport leader, I support clubs and teams to grow sustainability through digital, good governance and operations, strategy and member experience. I thrive in both leadership and operational settings, in particular delivering live events, with a background in competition and event management from grassroots to elite across state and national organisations.

Experience

2022 – CURRENT

Adelaide University Sport & Fitness

Sport Operations + Commercial Manager

- Club development and support (relationships, capacity building, training/development, club grants, governance & CRM)
- Commercial/licensed venue operations (5x food & beverage outlets, eCommerce, functions & events, commercial diversification through venues and programs, partnership management)
- Peak body governance (board support and reporting, policies and risk management, club affiliation and service level agreements, liquor licensing)
- Member engagement (increasing peak body membership value proposition through member benefits, insider events and activations, and connecting clubs with products and services)
- Line management of 4 staff + casual retail pool

2021 – 2022

Adelaide University Sport & Fitness

Sport Operations Manager

- Member engagement (sport and fitness members) across three University of Adelaide campuses
- End-to-end management of Fitness Hub business unit (on campus gyms – includes daily operations, finance and strategy)
- Club and peak body governance
- Retail operations feasibility and launch, and associated liquor licensing compliance
- Facilities and sportsground management and support
- Strategic and capital project support
- Line management of 15 staff across sport operations & fitness business areas

2021

Adelaide Oval Stadium Management Authority

Stadium Operations Coordinator

- Planning and execution of stadium event day set up
- Accreditation management for venue hirers and contractors
- Car park operations and event day stakeholder management
- Event delivery in accordance with AFL and Cricket Australia stadium requirements
- Workforce rostering and event day management
- Event day first responder and triage of stadium operations issues including security, medical, venue presentation, spectator services and car parking and third party contractors

CONTACT

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+61 487 380 507
linkedin.com/wadezammitmeaney
Adelaide, South Australia

EDUCATION

2014

Certificate III in
Sport and Recreation
Sport SA

2013

South Australian
Certificate of Education
Saint Marks College

VOLUNTEERING

2014

Event Operations - Velo GP
Blackchrome

2018

Sport Presentation - Aquatics
Gold Coast 2018
Commonwealth Games

CERTIFICATIONS

2022

The Start Line -
Director Education Course
Australian Sports Commission

2022

Working with Children Check
SA Department of Human Services

2020

SwimmingSA

Operations Coordinator

- Leading event delivery elements of summer championships
- Coordination of media and production opportunities for events
- Advice and guidance on planning of key events

2020

Tourism Accelerator

Business Manager

- Project management of COVID-19 support to tourism operators through online training and development program
- Key account manager for retainer clients, reporting on monthly outcomes
- Web design, training and implementation support for clients
- Development of presentations and training materials
- Facilitating business growth through planning and leadership support

2018 – 2020

Swimming Australia

Event Operations Coordinator

Day to day & onsite event operations

- Event volunteer recruitment, training & deployment
- Maintenance of event webpages
- Coordination of logistics including personnel travel, infrastructure build and freight
- Ticketing and accreditation management
- Production of internal and external documentation
- Bump in and out to various venues across Australia
- Stage/floor management of Australian Swimming Championships

Project lead – Australian Open Water Swimming Championships

- Project management across all Swimming Australia business areas
- Contractor management
- Event overlay and infrastructure including look and feel
- Competition systems support

Front of House and fan experience

- Plan and manage Australian Championships fan engagement zone
- Coordination of suppliers and sponsors
- Conceptualisation and execution of fan engagement activations

2014 – 2018

SwimmingSA

Events Coordinator

Management of state-level events

- Volunteer and official recruitment training & retention
- Event look and feel including signage and associated overlay
- Infrastructure and associated risk management
- Accreditation and access control management
- Ticketing contract management, build and comp ticket coordination
- Live stream planning including broadcast angles, graphics and run sheets
- Review and approval of all South Australian competition applications and results, and associated CRM support
- General customer support
- Event related reporting to CEO and Board

Competitions planning

- Administrative support and direction to Competitions Committee, Country Committee and Technical Committee
- Plan state-wide competitions calendar and develop program events for all competitions in consultation with staff
- Produce all competition-related publications
- Manage tender process for annual Country Championships

Partnerships & marketing

- Build and retain commercial partnerships with sponsors, suppliers and advertisers
- Develop prospectus of advertising assets within event-digital and in-venue
- Develop and present partnership presentations

2014

SwimmingSA

Events & Volunteers Trainee

- Manage general enquiries inbox and frontline customer support
- Administer athlete interstate clearances and competition records
- Coordinate competition applications and produce calendar of events
- Produce annual Events Handbook
- Cross-department support as required

NOMINATION FORM – DIRECTOR POSITIONS ONLY 2022 ANNUAL GENERAL MEETING

Nominee Information

Name	Simon Williams
Home Address	16 Broadway Colonel Light Gardens SA 504
Mobile Number	0438 857 681
Email Address	sueandsimonw@hotmail.com
Employment/Position	National Manager People & Culture – Beaumont Tiles
Education	Tertiary

Previous Board or Committee experience (if any)

Name of Organisation	Role	Date From	Date To
Swimming SA	Director	March 2022	current

Qualifications

<input type="checkbox"/> Accounting/Finance	<input type="checkbox"/> Law
<input type="checkbox"/> Business/Commerce	<input type="checkbox"/> Marketing/Communications
<input type="checkbox"/> Governance	<input type="checkbox"/> Coach / Official
<input type="checkbox"/> Human Resources	<input type="checkbox"/> Research/Education/Training
<input type="checkbox"/> Work Health & Safety	
<input type="checkbox"/> Other - Paramedical	

Skills - Governance

<input type="checkbox"/> Corporate Governance	<input type="checkbox"/> Financial Literacy
<input type="checkbox"/> Club Governance	<input type="checkbox"/> Policy Development
<input type="checkbox"/> Strategic Management	<input type="checkbox"/> Business Performance
<input type="checkbox"/> Risk Manager	<input type="checkbox"/> Compliance & Legal Responsibilities

Skills - Technical

<input type="checkbox"/> Government Relationships	<input type="checkbox"/> CALD/Disability
<input type="checkbox"/> Financial Investment	<input checked="" type="checkbox"/> Official / Coach / Athlete
<input type="checkbox"/> Information Technology	<input type="checkbox"/> Branding & Marketing
<input type="checkbox"/> Property/Asset Management	<input type="checkbox"/> Research/Education/Training

Affiliations or Organisations you belong to

Role

Affiliations or Organisations you belong to	Role

Short listed nominees will be required to undergo formal probity checks including a National Police Criminal Records check and an Australian Securities and Investments Commission Disqualification Register check.

Have you ever been a bankrupt or disqualified from owning a business or being a director of an Association or Company?

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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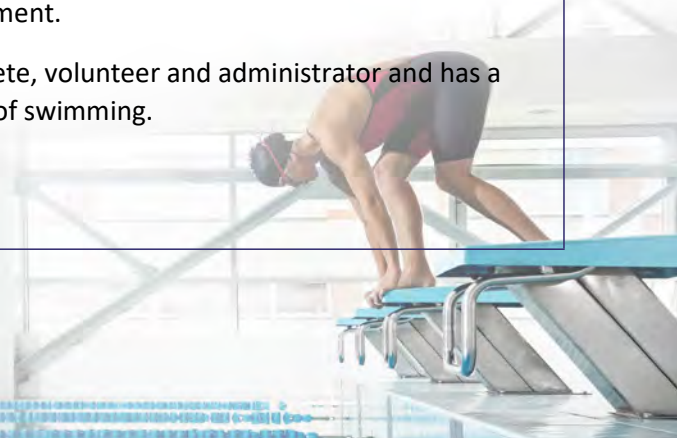
If YES please give details

Please provide a 100 word capability statement that would be used on our website and in Annual Reports.

Simon has been around a pool most of his life. He swam as a junior for Marion and Burnside locally. All his children have swum over many years, and he has held numerous club committee positions.

Professionally, he has worked in Human Resources for over 20 years and has extensive experience across full commercial and not for profit environments, focussing on people, culture, safety and wellbeing, business strategy, strategic and operational governance, and risk management.

Simon has a well-rounded understanding of our sport; as an athlete, volunteer and administrator and has a focus on positive athlete experience and promotion and growth of swimming.



Please provide 2 referees

Name of person & Relationship to Nominee		Contact Details
1.	Joanne Denley – Previous Director (Bridgestone) & current professional Board Member	On request
2.	Stephen Roche – Previous MD (Bridgestone) & current Adelaide Crows Board Member.	On request

CV or Statement of Expertise:

To assist in the assessment of nominations by Members, please provide a CV, statement or information regarding how the nominee’s skills and experience might fulfil any of the following specific skill sets:

- Passion – a genuine interest and passion in advancing the sport of Swimming in South Australia
- Strategy – strategic thinking and experience with developing and delivering on strategic plans and objectives
- Mentoring – experience in mentoring and developing organizational capability and capacity
- Risk – an understanding of risk management and planning
- Financial literacy – accountancy qualifications or a strong ability to understand financial statements and arrangements
- Government experience / understanding – knowledge of and/or contacts in local, State or Federal government, especially in relation to funding of projects
- Business networks – strong corporate / business and sporting relationships and experience in fostering these relationships to assist the sport and attract partnerships and sponsorships
- Industry Knowledge – experience with developing and running sporting clubs and centres

(Suggested Length – 1 to 2 pages)



Simon Williams

Professional Overview

Twenty two years Human Resources experience, including:

- Generalist – executive and senior management, strategic and operational management, merger and acquisitions, corporate governance, change management and strategic project management.
- Specialist – risk management, workplace relations, workforce planning, learning and development, talent development and succession planning, compensation strategy, performance management, recruitment and retention, work health and safety, injury management, environmental management & self-insurance.

Summary Personality Profile

Strategic thinker, strong values, motivated, results driven, commercial, collaborator, strong interpersonal communication skills and change agent.

Professional Experience

I have over 22 years' experience working in Human Resources with extensive exposure at both operational and strategic levels. I am currently the National Manager People and Culture for Beaumont Tiles. Our business has recently been acquired by Bunnings and we are driving significant change across our business as we transition into the Wesfarmers family.

Prior to my current role I was the General Manager of Human Resources for Bridgestone Australia and New Zealand. I also have over four years' experience working in Aged Care at the executive Human Resources level.

In addition to leading and managing generalist workplace relations I have been responsible for organisational risk management, work health safety and injury management in a self-insured environment, workforce planning and development, talent and succession, compensation strategy, performance management, recruitment and retention.

I have led significant change management strategies and associated programs across Australia and New Zealand in customer service improvement, organisational mergers, divestment and business re-structures, organisational culture development, wellness and wellbeing and emergency and disaster management. I have also contributed as a lead on critical regional and local business projects.

Having worked in heavily industrialised manufacturing (new tyre & retread, car componentry & carpet underlay), retail, corporate, non-for profit and highly commercialised workplace environments I believe I have developed a breadth of knowledge and skills that will assist me to adapt to most environments and situations.

Personally, I am an experienced and motivated individual with sound leadership, mentoring, planning and managerial skills. I can collaborate and deliver to all levels, including: athlete, local club, Board, Government and other key stakeholders.