



KENYA SWIMMING FEDERATION

MINUTES OF THE KSF/IMC WORKING GROUP THIRD ONLINE MEETING

Date- 6TH APRIL 2022

PRESENT-

1. Jennifer Maina – Head of IMC Working Group
2. Conrad Thorpe- Joint Head of Secretariat
3. Kenneth Karani- Joint Head of Secretariat
4. Emily Njeru – Head of Governance
5. Elijah Kimani- Head of Strategy & Innovative Thinking
6. Thomas Muli- Treasurer
7. Larissa Mansoor- Hart- Head of National Database
8. Teddy Wamunyu
9. Anthony Muriithi
10. Zeff Ekumbo
11. Stanley Kaberu
12. John Wroe
13. Tony Rosafio

Mr. John Ohaga – Chairman SDT

Agenda:

1. Inauguration of the WG
2. Response to CANA letter
3. AOB

. The Head of the KSF/IMC Working Group called the meeting to order and thanked every member for finding time to attend the meeting.

. She introduced the agendas of the meeting and invited the chairman of the SDT to attend to agenda number 01.

Minute 01/04/2022: Inauguration of the WG

. The chairman of the SDT thanked all the members for coming together for the benefit, development of swimming and the swimmers.

- . The chairman informed the members that the team was put together represented all facets of the swimming community in Kenya.
- . The team's mandate is to make sure that the swimmers get back into the pool. Put aside the differences and create structures that will be able to take swimming and the swimmers to the next level.
- . He informed the meeting that the teething problems were expected.
- . He said that the SDT will only do oversight and advisory roles.
- . He informed the meeting that any mandate that is beyond the WG, he will be available to advice.
- . He lauded the suggestion to coopt and bring on board swimmer representative, but advised the same to be discussed by the committee and find the right modalities that will get everyone satisfied with the outcome. The process should be all inclusive and everyone given an opportunity.
- . He emphasized on the aspect of working together as a team in order to achieve much for swimming and the swimmers.
- . He reminded the members of having an honest conversation, right attitude and get the processes right in order to succeed.
- . The members lamented of late night online meetings and requested for adjustment in timings as well as consider the physical meetings.
- . The members said that the code of conduct should not be used to gauge members of the working group. The members agreed to discuss the conduct in the next meeting.
- . Respect for each other and what the team does should be emphasized.
- . The communication of information to members was wanting, the members requested that members should be able to receive information in good time for better planning.
- . The scope of the mandate as outlined in the letter by the appointing authority to be observed as a guiding factor for success and outcome.
- . The SDT chairman informed the members that everyone who was appointed to the working committee is a leader and they all represent people.
- . He reminded the members that as the head of the SDT he is allowed to meet anyone.
- . He informed the meeting that he was invited to attend a swimming gala and he witnessed firsthand swimmers enjoy what they love.
- . He told the members that he met the members of the county Caucus who were behind the planning and running of the gala. The issues concerning bring swimming back on track were discussed.
- . He informed them of the idea of reconstituting the IMC.
- . He told the members that during the meeting no promises were made.
- . He requested the County Caucus to nominate some members to be considered to be part of the reconstituted IMC/WG.

- . He told the members that the issue of representation is solely up to the team to decide.
- . He reminded the members that many people were looking up to the IMC to focus and deliver on issues that affect benefit the swimmer and swimming.
- . He asked the members to fast track the process of communication and get it aligned to the two Joint heads of secretariat. He asked for a letter for his signature to be drafted to introduce the team and the joint heads of secretariat to facilitate smooth communication to and from CANA, NOCK, KNSC, GK and FINA.
- . He requested the members to avoid focusing on personalities and put in place mechanisms to take swimming to the next level.
- . All the leaders should be able to discuss issues as a team and the point of having two IMCs was discouraged.
- . The members lamented of two separate watsup groups and requested only to have one KSF/IMC Working group official working group. One watsup group was recommended.
- . Every member of the working group is free of expressing their views, deliberate as a team on what ought to be done and achieved.
- . The members were informed that the term limit of KSF Officials ended and the KSF/IMC Working group should be able to provide leadership.
- . The members were requested to put aside their ambitions if they were to succeed.
- . The personal ambitions always blind the team from achieving the bigger picture.
- . The members were informed of the possibility of getting all the swimmers who qualify to represent the country funded by the government.
- . The members were informed of the CANA Zone 4 planning. The government to fund swimmers for Zone 4.
- . The members were informed that the entries in CANA Zone 4 has been closed and a request to accommodate some more swimmers to be done.
- . Swimmers who had confirmed and paid not to lose their positions on the team.
- . The members were informed of the need to have a team building retreat that will see the 13 members sit and discuss the way forward.
- . The meeting discussed the issue of athlete's selection criteria and emphasized on the process.

Minute 02/04/2022: 2. Response to CANA letter

- . The members were informed that the letter by Dr. Sam Ramsamy should be attended it immediately.
- . The subcommittee to look critically at the letter before responding.
- . The meeting recommended that the letter to have a timely response.

- . Indicate the responsibility of the reconstituted IMC/WG.
- . FINA to furnish the KSF/IMC WG with more information about the list of people who wrote to FINA to be appointed to the commissions.
- . Let CANA know about the court case in court.
- . Send monthly update on progress that is being made to realize stability on election.
- . The members agreed to have to have a subcommittee to draft the response and submit it to the full committee for discussion and approval before 15th April 2022.
- . The members were emphasized on the need to have the elections timelines put in place with the hope that the case in court will be dispensed with soon
- . This will have a legit elected team to run the affairs of the federation.

AOB –

- . The objective of the retreat is to come up with clear strategy and emphasis on KPI's.
- . The meeting was informed of getting a new TM for CANA ZONE 4 immediately.
- . The minutes of all the KSF/IMC Working group are key and all deliberations to be captured.
- . Action points to be used and be the reference of the proceedings.
- . The young swimmers to be given an opportunity by hosting a junior championship.
- . The issue of harmonizing the calendar of events for better planning and results.
- . The members requested that everything be brought to the working group for discussion.

The meeting ended at 9:52 pm

Minutes written by Kenneth Karani..... Joint Head of Secretariat.....Sign

Minutes Proposed by.

Minutes Seconded By.

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