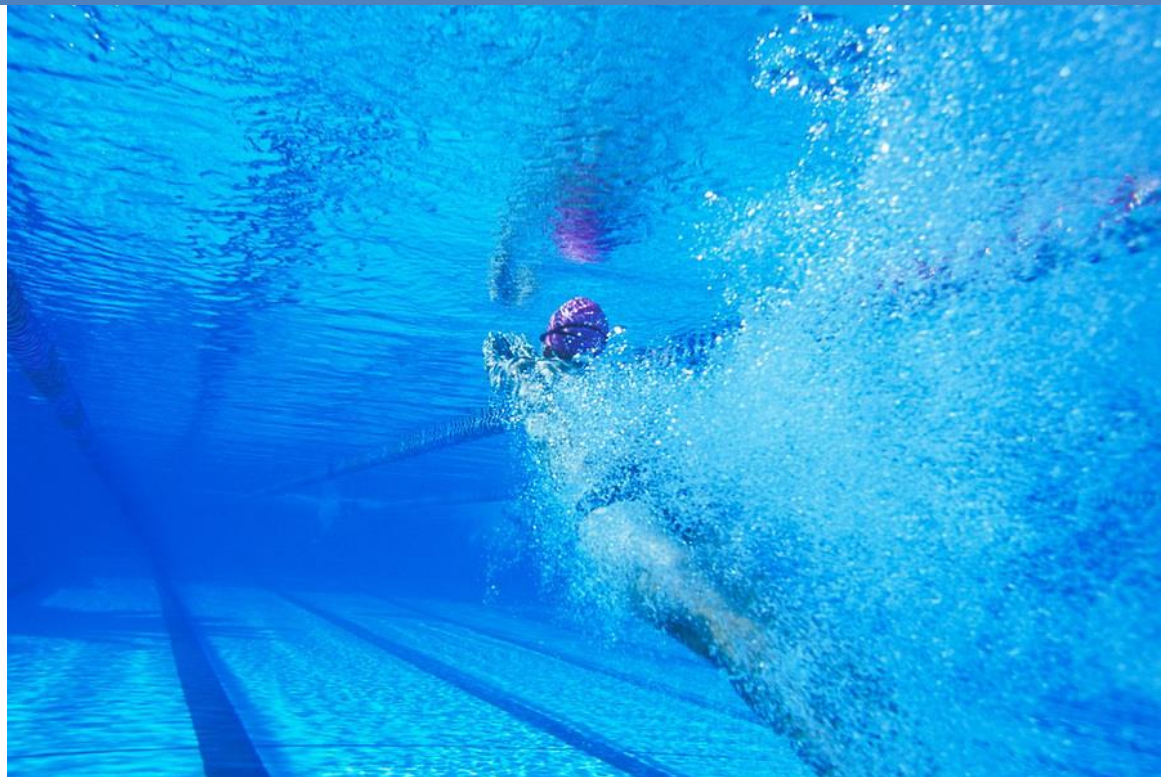




CAYMAN ISLANDS AQUATIC SPORTS ASSOCIATION

Club Incentive Program Supplement to the CIASA Strategic Plan APPENDIX K



Bailey Weathers
TECHNICAL DIRECTOR

July 2016

INTRODUCTION

In late 2012 Cayman Islands Aquatic Sports Association (CIASA) developed a Strategic Plan designed to move swimming forward through 2020. The purpose and objective of the CIASA Strategic Plan was to set out the most advantageous and positive direction for Cayman Islands Aquatic Sports, with clear and identified objectives for swimming at all levels.

The Club Incentive Program has been designed to assist in funding for clubs based on the individual club's success at the CARIFTA Games. It should be noted that the Club Incentive awards will only be awarded when funding is available. From a practical point the availability of funding may not be evaluated until several months after CARIFTA as the budget year closes out.

CLUB INCENTIVE PROGRAM

An annual funding award (the “**Funds**”) would be offered to CIASA registered clubs (each, a “**Club**” and, together, the “**Clubs**”) programmes achieving medal performances at the Annual CARIFTA Swimming Championships (“**CARIFTA**”). The principle behind financially assisting the Clubs is to:

- Encourage the development, improvement and continued performance of high achieving swimmers;
- Help maintain and improve the coaching environments/programmes;
- Promote further performance success at open domestic and international competitions; and
- Promote the overall performance of the Cayman Islands National Junior Team at CARIFTA

Beginning in 2016, the Funding Programme will make three changes:

1. The Funding Programme will be in the form of targeted grants which will require both a grant request from the Club for Funds and a documented receipts requirement. The grant amounts will be based on the medal table below. The Funds may be requested for the following expenses and at the following percentage of the total allotted grant for a team:
 - a) 50% of allowed grant for Club equipment used by coaches and athletes for training and competition. Pool equipment and equipment to run meets and activities would be excluded.
 - b) 20% for coaches’ educational expenses.
 - c) 20% for athlete travel expense; this would be limited to athletes who scored within the top eight athletes in the respective event at CARIFTA and are attending a long course competition with a Club.
 - d) 10% for coaches’ bonuses given only to the coaches of athletes who attended CARIFTA. To receive a coaching bonus, the coach will need to be still coaching with the same Club and in the Cayman Islands through December of the year of CARIFTA.
2. Available grant Funds will be based on both the Individual CIASA team member performance at CARIFTA and the performance of the Cayman Islands CARIFTA team as a whole.

The Funds would be allocated based on achievements in one of the categories overleaf:

| | | Total CIASA Medals of <= 7 | Total CIASA Medals of 8 to 15 | Total CIASA Medals of >= 16 |
|-----------------|--|--------------------------------------|--------------------------------------|---------------------------------------|
| CATEGORY | CARIFTA MEDALS ACHIEVED BY CLUB | CLUB FUNDING AWARD | CLUB FUNDING AWARD | CLUB FUNDING AWARD |
| 1 | 3 to 6 medals | CI\$1,000 | CI\$2,000 | CI\$3,000 |
| 2 | 7 to 10 Medals | | CI\$5,000 | CI\$7,000 |
| 3 | 11+ Medals | | CI\$7,000 | CI\$9,000 |

1. Only individual medals will be included in a Club's medal count for incentive funding purposes ie. relay medals will not be included.
2. Medals earned by Cayman resident swimmers (ie currently enrolled in a Cayman Islands school) who represent another CARIFTA federation may be included in their Cayman Club's medal count for incentive funding purposes.
3. Medals earned by Cayman Non-Residents (ie currently enrolled in a school outside of the Cayman Islands) may not be included in their Cayman Club's medal count for incentive funding purposes.

Successful Clubs will be asked to work in close collaboration with CIASA and participate in the CIASA planning process and CIASA initiatives.

The Clubs would be recognised and presented with their award at the annual CIASA Awards Event. All grant proposals must be submitted and approved by CIASA's Board of Directors prior to the award date.