

WESTCLIFF RUGBY FOOTBALL CLUB
MINUTES OF THE ANNUAL GENERAL MEETING HELD ON
28th June 2022 AT THE GABLES

Present

Richard Johnson – Secretariat (RJ); Corrie Thomas (CT); James Evans (JE) Darren Marrant (DM); James Beaumont (JB); Kent Bray (KB); Peter Mahoney; Tim Ablethorpe; Dash Allum; Chris Bard; Megan Mahoney; Aaron Squire; Nigel Roskam; Adam Blanch; Steve Skinner; Rosie Skinner; Georgina Marrant; Mike Turner; Karen Redhead; Mark Redhead; Gareth Evans; Bob Smith; Pat Redding; Rob Dobinson; Richard Buscombe; Debs Sippitt; Mark O’Neil; Dan Boughtwood; Mick Mckeith; Rick Compton, and Phillip Miller.

The quorum was met, however John Pacey failed to be present, and therefore a new meeting Chairman, Richard Johnson was unanimously voted in by the attending Company Directors and membership. The meeting opened at 8.10pm with RJ welcoming everyone to the AGM.

Apologies

Nick Crowe
Jamie Lewis
Nicolas Gape
Michael Redding
Bob Russell
Patric Redding
Marcus Peters

Brian Harvey
Dick Arnold
Steve Diggins
Adrian Livemore
Bea Bard
John Pacey

Proxy

Dash Allum proxy for Cherie Allum.

1. Adoption of minutes of the meeting held on

Minutes of the AGM dated 1st July 2021 were distributed in advance of the meeting:

Agreed by unanimous vote– minutes adopted.

2. Chairman's Report (PJ)

Good evening ladies and gentlemen and welcome to the AGM for the season 2021/22

This season has certainly been a testing one . Fortunately the lion cubs , mini and youth and the ladies have all had, I'm glad to say, a successful season of which you will hear

The demanding area of the club has been the senior men sides . Overall there has been an increasing number of players unavailable and along with the usual expectation of injuries and players leaving to go to other teams in this league for financial remuneration. Starting with the 1st xv , the club has struggled to get sides out. The 1stXV up until Christmas struggled to get a team out on several occasions and a few times I had to contact the league secretary to warn them that we may not be able to fulfil the fixture . Some of the results were seriously not good . The coaching group of Kent Bray, Danny Johnston along with Ben Dane managed to get 20 players out with many of the lions players stepping up in to national 2 . I'd like to thank Ben Dane, Andy Barnett, Eric Miller, Matt Meakin, Reece Whiting, George Alexander-Brown, Connor Binstead and Rory Lane, all regular lions players who stepped up for the club . The

Consequences of not fulfilling fixtures could well of seen the 1st XV being demoted to the bottom of the leagues. This, obviously, would have been disastrous for the Club and what sort of message would it of sent to the youth of the club with aspiring dreams of playing for our 1st XV . With this all in mind the exec decided that the recruitment policy had to change and with KB and Danny using their contacts here and abroad we managed to recruit and in the second half of the season managed 3 victories culminating in us thrashing our local rivals 20-17 . More than we could of hoped or expected . A big thank you must go out to KB and Danny for going the extra mile for the club . I know that the rugby management are on the case with recruitment all ready .

As with us all ...domestically, the club is having the same issues with rising costs . Although we came out of the covid restrictions there were still some issues last autumn. That led to events being cancelled or reduced in size and as you can see from the consolidated accounts the club has a severely reduced profit this season . This is a combination of on and off the field expenses and whilst the club financially is in a healthy position all efforts must be made to keep costs under control and i would urge all members to see where they can volunteer to help on this issue .

I would just like to take a moment and remember our friends that are unfortunately no longer with us Mickey Goff and Greig Horan...

Toast: Absent friends.

As this is my last season as a director of 8 years , 7 of those as chairman, i would like to thank everyone that has served on the exec committee during this time and all those that have helped me over the 7 years to better Westcliff Rugby Club, along with the outgoing president John Pacey for the support he has given me all the way through my tenure

.....and to say what an honour it has been to have held this position in this great club .

Toast: Westcliff Rugby Club .

Proposed: Tim Ablethorpe
Seconded: Chris Bard

Agreed

RJ thanked PJ for his many years of service and for his sacrifices to the Club

Financial Report (CT)

Background

Following the establishment of a trading subsidiary in 2016, we have again prepared 3 sets of accounts. These include consolidated accounts for the two companies combined, which are intended to provide members with an overall view.

As required by law, we have also prepared sole accounts for the parent company, Westcliff Rugby Football Club Ltd, which I will refer to as the CASC (Community Amateur Sports Club) and for the trading subsidiary, Westcliff RFC (Trading) Ltd.

As a reminder, the CASC continues to own the lease to the clubhouse, the floodlights and equipment and is responsible for all rugby-related activity.

The trading subsidiary remains responsible for all commercial activity including the bar, kitchen, shop, advertising and sponsorship.

The corporate structure is driven by the tax rules that apply to CASCs and should ensure that no Corporation Tax becomes payable. To that end, we continue to follow the model recommended by the RFU and HMRC.

Consolidated P&L Account

This year was still affected by Covid-19 restrictions so all income streams were affected due to the constraints placed upon community sport.

The 2021/22 financial year ended in a minor profit due to government grants received.. The consolidated profit and loss account on page 2 shows a profit of £9,262 (compared to £36,122 in 2021), higher turnover of £334,655 (£100,073), gross profit of £112,860 (£49,680) and administrative expenses of £116,038 (£56,692). We also received interest of £440 (£1,712) on our reserves. Without the government grants we showed a loss of £2,738.

The profit includes another £30,000 donation from a personal donor . Our Reserves stood at over £130,000 as at the financial year end. Our reserves havnt increased due to asset additions . Total Asset additions in the year totalled £42,658.

We are also actively looking at other improvements that can be made to improve the club and its facilities.

The schedule to the Profit & Loss Account on page 8 provides more detail. Income increased to £334,655 (£100,073) with all income streams providing higher revenues. Direct costs, including rugby costs and stock purchases, also increased to £221,795 (from £50,393).

Overall administrative expenses, to £116,038 (from £56,692). Premises costs increased to £36,638 (from £24,669). General administrative costs also increased to £31,308 (from £23,103) . Funding from Government totalled £12,000 (£42,422) in Hospitality grants based on our rateable value. We also made use of the Job Retention Scheme to keep 2 employees in employment during the Pandemic. This totalled £10,800 (£26,240) in the year and was offset against wage costs. We have also benefitted from the reduction in the VAT rate for hospitality.

Consolidated Balance Sheet

The Consolidated Balance Sheet on page 3 once again demonstrates the club's very strong cash position at the year end, including the £130k project fund.

Tangible assets show an increase in the year which relates to asset additions including the new blinds on the balcony and the sub shelters. Once again, we have not depreciated the clubhouse given the long life of the lease extension .

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CASC

On a sole basis, the CASC recorded a net loss of £28,903 (compared to £46,136 Profit last year), This included the Government hospitality grants of £12,000. The Turnover of £124,262 (from £81,230). Both VP donations and other donations also increased in the year. Expenses related to rugby and clubhouse overheads. Rugby costs increased to £120,845 (from £37,581). Clubhouse overheads and administrative costs increased overall at £42,052 (from £39,859).

Again, the balance sheet remains very strong and the CASC continues to own all the fixed assets including the clubhouse lease, as well as most of the cash reserves.

As a CASC, the parent company remains exempt from Corporation Tax provided it continues to comply with HMRC rules governing CASCs. These rules include restrictions on trading income, the level of subscriptions, and the club remaining open to allcomers.

Trading subsidiary

The trading subsidiary's accounts reflect its role as the trading subsidiary of the club. It recorded a net profit of £38,165 (compared to £10,014 loss last year). It has made an interim donation of £20,000 to the CASC in mid-year. Due to a loss being recorded in the year 20/21 obviously there will be no profit to donate to the CASC this year.

Its trading income, including sales was significantly higher than the previous year overall. All income streams were higher as we were now able to open the clubhouse. Total income was £210,393 compared to £18,843 last year. Our Most recent pre covid turnover was £226,153 so we are still below that but given restrictions that were in place at the start of our financial year I would definitely envisage higher turnover for the current year.

Current financial year

On a positive note we have been able to open the clubhouse fully now. We have put in a price increase on the bar in April due to increases from our suppliers. We have more events booked over a busy summer. The clubhouse still has significant costs. We believe that this year our rugby travel costs will decrease due to the new league restructure at Level 4.

Obviously we will need to raise more sponsorship and advertising to meet costs which in itself will be a challenge.

CASC STATUS

The Exec Committee has had several discussions this year on our CASC status and whether this is still the best vehicle for the club moving forwards. We are currently looking at other options such as an Charitable Incorporated Organisation (CIO). For example a CIO has the majority of the benefits of a CASC (Gift Aid Reclaim , Reduced Business Rates) without some of its restrictions. We are taking professional advice on the matter in order for us to obtain all relevant information.

THANKYOU

Finally, I would like to record my sincere thanks to Nigel Roskams for his continued support in my role as Honorary Treasurer for the club.

Bob Smith asked, why the club is looking to become a CIO. CT said that as a CIO the Club would be bettered structured to meet the demands of a semi-professional league, especially in regards to requirements set for payment of players. As a CIO the club would still receive similar tax benefits, some less beneficial, however the club would have greater flexibility to reward players for the benefit that they provide the Club and its members.

Chris Bard said that Dorking has charitable status and it may be beneficial to talk to them. An initial discussion Chris has had is that there are more "hoops" to jump through as a Charity.

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Rosie Skinner said that VPs could be “squeezed” for more money and she kindly offered her assistance in this matter.

Proposed: Nigel Roskam
Seconded: Steve Skinner

Agreed & Adopted

3. CASC Vote:

The Executive Committee prosed a vote to obtain the Clubs members permission via a vote to proceed with the Change in Organisation Structure to become a Charitable Incorporated Organisation (CIO)

Rejected: Membership felt that they were not in presession of enough information to take a vote. The Executive Committee agreed to provide more at an EGM.

4. Senior Rugby Report

Ladies Rugby

The ladies had a successful 21/22 season, finishing second in the league just 2 points behind the league winners and just missing out on promotion. Winning 14/16 games and going unbeaten since October, we hope this will be a great base to build on for next season . Currently circa 40 ladies registered and we had a few games with a development side last season which we hope to have again moving forward. We’ve been attracting new players across the summer with around 5-6 wanting to join when we start pre season next week. We hope to boost numbers by hosting another inner warrior event before the season starts. We’re also very excited that our first “Wildcat” will be joining us, the first of what we hope will be many and shows the pathway is there for the ladies set up.

Mens Rugby (KB)

The season was challenging. 30 games, 26 losses, 3 wins, 1 forfeit.

I was not aware how many senior players would make themselves unavailable for games and training for the season. The players who had taken the club through the divisions now had other more important matters to attend to, such as careers and families. The full extent of their unavailability was exposed when we were beaten 106-17 away at Clifton.

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The club was forced to pay basic wages to players to ensure that we could bolster player availability which had dropped to a point where I thought the club would be unable to fulfil fixtures and as such, would be relegated a number of divisions. This scenario was to be avoided at all costs.

Furthermore, we attracted a small number of players to the club to assist in making the game day experience more enjoyable for players, coaches and supporters alike.

The new dynamic worked to the extent that we won 3 games in the 2nd half of the season. The highlight of the season was beating local rivals Rochford in our last home game. Securing a bonus point in the last game of the season ensured that the club avoided finishing in last place. Given the results we had in the 1st half of the season, securing 3 wins was beyond my wildest expectations.

Organically, a number of seasoned Westcliff players have pretty much retired and as a result, a number of young inexperienced players were able to garner valuable 1st team experience. This will hopefully hold the club in good stead for seasons to come.

It is now imperative that the club build on these basic foundations for the seasons to come. Fundamentally, there needs to be clear and concise direction from the committee. A strong committee will lead to a strong playing group. My feeling was that we were reactionary last year, and I definitely include myself in that assessment. Covid is not a consideration at this point. A robust playing roster, a good pre-season, fitter players and the introduction of a handful of new players will see us avoid the soul destroying scenario of worrying whether we can actually field a team week to week, and rather, concentrate on how we are going to win games.

The major positive is that Westcliff RFC is still alive and kicking. We survived. Now let's thrive.

Proposed: Peter Mahoney
Seconded: Deb Sippitt

Agreed

Question from membership, how do we improve? KB believes that we focus on Our Game Day experience, whilst also looking at improving the preparation and retainment of youth players moving up into the adult game. KB believes that the 1st XV has jet to find its "natural" position in the leagues and there are still big challenges ahead.

JE said the club will continue to improve Youth pathway to adult Rugby

Richard Buscombe suggested that the Club should look at offering more diverse rugby options for different groups such as Vets.

Chris Bard asked KB if all the players were contracted and paid. KB Confirmed in the positive.

KB was asked, What does he think the correct league the 1st XV should be in? KB believed that the 1st XV should be in the league below.

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5. Youth Rugby Report (JE)

21/22 was a vastly improved season after Major disruption last year !

Youth and mini numbers in the main have been very encouraging :

Lion Cubs over 191 registered with 2 sessions each Saturday with an average of 50 attendees per Saturday. A huge thanks to Blanche and Karren , and their coaching team for their dedication to the LC each Saturday.

We are continuing to see a large amount of the LC progress through to the U6's and mini rugby with this coming season seeing Club legend Chris Whiston back involved taking on the mantle of U6's head coach !.

Mini and youth rugby.

Once again, we have seen very good numbers of children return to rugby have approximately 450 registered on the Game Management system (GMS) from U6-U18.

We had a few large mini orientated events during the season

Fireworks was our biggest ever with most displays cancelled we saw over 1500 people attend our display !!

The 'Westfest' Mini festival was our largest ever with over 95 teams entered and over 1000 players attending .

2 fantastic events , my thanks to Dash and the huge team of volunteers , staff and coaches / managers who made both days a huge success .

2022 saw the return of the club tours with U8/9/10/11's all touring to Holt where they all had a fantastic time ! .

Youth

The Wild cats have gone from strength to strength this season with have had over 30 girls through the door in the first year, with a core 12-14 girls attending most weeks. we have our first wildcats graduate this year making the hopeful step up to the Lionesses.

A few invites to take sessions in schools, with sessions at Our Lady of Lourdes already onto their 2nd one in July, and Southend High School for Girls with their first one in September.

We've already had some enquiries from other clubs to get some games with this coming season.

There continues to be a strong mix of players in the Saracens DPP, Developing Player Programme, and in the higher PDG Player Development Group over age groups from U14 to U18's .

U13's

Had a great season with Increased numbers - 10 new starters and an only 2 losses in the league and Unbeaten cup run - until the final . A fantastic start to Youth Rugby !

14's

The U14 squad comprised of 52 players this year growing steadily throughout the course of the season which allowed for 2 teams to be selected and playing most weeks! . The Lions and Tigers collectively finished the year with a 61% win rate having played in 41 fixtures, a small festival and undertaken a successful tour to Yorkshire. We set our stall out to provide a vibrant year for the players and so worked hard to offer value added events throughout the year. These included a trip to Canterbury to play before the first XV, an away day at Hertford on a bus with the full squad and some new games against teams such as Cambridge, Mersea Island and Old Dartfordians. A big thanks must go to the parents who have supported our ethos every week and who have relentlessly provided transport to training and fixtures.

U15's

A very tough start to the season for the U15's, who for a number of reasons started the seasons with a bare 13 players. By borrowing and playing with reduced numbers they managed to play all but one of their fixtures in the first half of the season with the dedicated players putting in a real shift. However, despite coming close on a number of occasions, they lost all 8 games before Christmas with a points difference of -156 and averaging 2 tries per game.

However Due to the hard work put in by the boys, coaches and managers, their reputation grew and they encouraged a number of boys to join them in their journey of improvement. The second half of the season saw the 15's win 4, draw 1 and lose 3 (the 3 losses coming in testing friendlies against opposition in the higher league) and included a convincing 43-7 home win in a cup final against Brentwood. With a fantastic shift to a post Christmas points difference of +17 and more than doubling the tries per game ratio which saw them ending the season mid table in the league but with a strong enthusiastic squad of 26 fantastic players, with others still wanting to join!

U16's

The U16's maintained a squad of 40 players with 30-35 in regular attendance. Great commitment to fitness and training over a sustained period resulted in the U16's winning the top division finishing above 20 other teams across 3 leagues and going unbeaten throughout the season. This included a final day away 23-21 victory against Romford a team that had been unbeaten in the youth age groups. Next seasons goals are to retain the squad, continue to improve and win both league and cup.

U17's

The u17s initially had a good start to the season with three players being selected for Saracens U17s, only to be followed by the disappointing news of Essex cancelling all league and cup fixtures for this age group. However, it ended up being a successful year with the majority of the squad heavily assisting the u18s in reaching their Essex Cup Final and the 5th round of the National Cup; we also finished our season with a convincing win over Woodford U17s, who had been unbeaten since U13s. Over the season picked up a handful of players from across the county and have had more interest of new players joining from as far as Cambridge, therefore will be entering our final year of youth rugby with around 25-30 players.

U18'

I cant quite believe that's it , end of an Era ! It's going to be strange not having to get up on Sunday and stand in the rain and coach a very special group of lads ! Its been a pleasure to of coached them since they were U6's.

We had a great team and i couldn't of done it over the years without the support of Richard , Clipboard Kev , Robbo , Sig , Pete M , you as parents and of course the boys.

As great season , Beating Old Brentwood twice, being the most successful team in Essex in the National Cup, and coming second in the county cup competition falling to Woodford in the Final who we have not ever managed to beat!!

Everyone involved in this season should be very proud !! U17's did an outstanding job for us this season and my thanks goes out to all of them we certainly wouldn't be where we are without them.

And also Our goal of continual player transition from youth into seniors continued with to Finley Doyle who has transitioned to the first team Squad . Other former U18's are due to start pre season and I am sure that this coming years U18's will also take part as well .

We are certainly in a good place Mini and youth rugby wise with great numbers and the number one facility in the county and beyond ! .

I will be handing over Youth Chair to Tim A for next season and Dash continues as Minis chairman

Westcliff Lion Cubs

Westcliff Lion Cubs are the youngest group of players from 2-5 years of age. The first cohort from 2015 of Lion Cubs will be in the U12 age group next year. The Lion Cubs meet every Saturday throughout the year. They meet at WRFC April to November and then move into Westcliff High School for Boys for the Winter months They have their own kit with the Lion Cubs logo.

Coaching and Management

Lead Coach: Adam Blanche

Guest Coach John Bowers

Managers: Karen Hunter & Mark Redhead

All of the Team have completed the RFU Safeguarding course and are DBS checked.

Attendance

There are two sessions each Saturday lasting 45 minutes each.

09:30 2-3 year olds

10:30 4-5 year olds

On average 42 children attend each week but some weeks have as many as 50 children in attendance.

Coaching and Progression

The coaching style is fun and friendly. Tag games are played and the children learn how to catch and kick the ball. The players developed by the Lion Cubs progress to the U6 Mini group when they reach Year 1. Each year the Head Coach and Manager identify a coaching team and under 6s manager in advance of the group moving to the Sunday Club. On average 20-25 children transfer to the under 6s.

We run themed events for Christmas, Easter and Halloween.

Finances

Each child is offered a 3-week free trail, after the 3 sessions, we then ask for a £4 weekly fee (pay as you play) or option £15 payment for 4 weeks. Karen and Mark collect weekly subs and keep a weekly register of players attending and payments received. There is a payment for the hire of the Sports Hall at WHSB this costs £70 a week but provides a large warm space for the lion cubs. The lion cubs are self-funding and pays excess funds into the Club.

Community

The coaching team are assisted by under 15s/16s who are completing the Duke of Edinburgh Award. The Lion Cubs is the ideal environment for young adults to lead, coach, build confidence and resilience.

Feedback

“This is the best rugby for under 5s in the area”

“The sessions are just about right not too short or too long”

“Our children love coming to rugby on Saturdays”

Next Season

We plan to develop a new kit with the children so watch this space.

Proposed: Tim Ablethorpe

Seconded: Dash Allum

Agreed

Rosie Skinner asked about numbers in the Youth Section of the Club. JE confirmed that there are around 450 youth and mini players at the Club.

6. Subscriptions

New subscriptions were proposed with the following explanation:

A membership adjustment has not changed for a few seasons and the next season we expect high costs due to inflationary pressures and at the adjusted amount are still highly competitive within our region:

Senior Player: from £150 to £160

U21/Full time education: from £80 to £100

Youth & Mini - from £80 to \$100

1 Senior + 1 Youth/Mini -from £150 to £175

1 Senior Player + 2 Youth/Mini's: from £230 to £250

None playing: from £72 to £100 (or £10/month)

Agreed unanimously

7. Election of Officers

Position	Candidate	Proposer	Seconded
President (Hon)	Nick Crowe	Recommendation from the board	
Chairman & Director	James Evans	James Beaumont	John Sands
Secretary & Director	Richard Johnson	Steve Collins	Marcus Peters
Treasurer & Director	Corrie Thomas	Tim Daniels	Trevor Keys

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Director	Jamie Lewis	John Pacey	Corrie Thomas
Director	Ty Harris	Richard Johnson	Corrie Thomas
Director	Darren Marrant	Georgina Marrant	Bruce Gander
Director	James Beaumont	James Evans	Matt Evens

All the above were re-elected unanimously.

In the absence of Nick Crowe, RJ read out an acceptance speech on Nicks behalf thanking the Club and the committee for the honour of the appointment; highlighting the difficulties that we currently face; thanking the committee/members/staff/volunteers for their input and efforts for the club, and sharing a hope for a renaissance this coming season.

8. Honorary Vice Presidents & Life Members

The board of Directors propose that all existing HVPs are to be re-elected.

Agreed unanimously

The Board of Director propose that John Pacey as an Honorary Life Member for services to the Club which included serving over 40 years covering a number of roles which included being a Player (Vets XV Skipper), Coach, member of the old Entertainments Committee, Club Chairman, and of course most recently President of the Club.

Agreed unanimously

The Board of Director propose that Pete Jones as an Honorary Vice President for services to the Club which included serving as Club Chairman for over 7 years.

Agreed unanimously

The Board of Director also propose Karen Redhead as an Honorary Vice President for services to the Club which included:

- i. Lion Cubs 2017- Present
- ii. 2nd/3rd Team Manager 2013-2016
- iii. U15-U17 Team Manager 2013-2016
- iv. Helped: to arrange club lunches, Hosting, Raffle and fund raising (raised £2k at a lunch v Southend)
- v. Board Member for 1 year (Incl. Head of Communications)
- vi. Collecting unused kit, washing and sending it to Africa and Eastern Europe for deprived children (Called the Tag Trust)

Agreed unanimously

The Board of Director also propose Adrian Hastie as an Honorary Vice President for services to the Club which include services as a player, 2nd Team Manager and continuous supporter of the Club.

Agreed unanimously

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9. AOB

The Membership team are working on introducing Membership Cards into the club which would allow the club to increase the pricing of drinks whilst providing members protections (discounts) from those increases. Other benefits may also be given to members via the cards.

ALF 10 (Aaron Lewis Foundation Charity Rugby Day) has been booked for next year on the 9th July. The Club will continue to support ALF and other Charities.

Deb Sippitt has highlighted that there are minor repairs (e.g. loo seats) needed in the clubhouse and has suggested that there should be a named person who co-ordinate work and trades.

Questions via email received prior to the AGM:

Q. *“I would like to know what plans you have to support mental health across the club? What procedures are in place to help members, young and old to support mental health?”*

A. The profile and importance of mental health has been quite rightly raised over recent years and the Club recognises it as extremely important. Unfortunately as a rugby Club we are currently unequipped to provide good counsel in these matters, however I am aware that our regulator, the RFU, has resourced this topic and I am sure that they will determine a practicable level of support rugby clubs should provide. In the mean time I will be putting up some posters which will provide details of some professional organisations that people can choose to go to and our CSO, Darren Marrant, is currently another option for support. Darren will assist and help as best he can by finding trained support.

Q. *“I would like to know why the club was ‘closed’ and the toilets were unavailable for the players training male or female, junior or senior?”*

A. Training sessions need to be coordinated by the team manager firstly to obtain approval from the head of their section and at that time facilities availability can be confirmed. There are a number of sets of keys given out strategically to volunteers/staff to cover most eventualities. I regret we can't give keys out to everyone as that will not be very secure. On the evenings you normally train, key holders would be in the Ladies and Men's squads as well as with the Club Physio and Bar Manager.

Q. *“I would like to know why the female players of this club, junior or senior, are somewhat forced to wear non-female fitting kit such as the VX-3 option at the moment? Why are we not allowing for them to choose a brand like Canterbury or Samurai, or even Ruggette?”*

A. Thank you for highlighting this to me, I did not realise that female players felt that they felt forced to do anything, however happily I have been informed that there already has been a kit selection process for next season which has taken gender body shape into consideration.

Q. *“Is there a plan in the immediate future to have female representation on the club board? If not, why not?”*

A. The committee has wanted female representation on the committee for some time now. In the Club we rely on committee/board members being proposed prior to the Clubs AGM or make themselves known during the year. All proposals/applicants prior to the AGM are put in front of the membership at the AGM. We asked for more proposals at this AGM, and tried to hint

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at a couple of attending ladies that they would be great on the board. The voting of new board/committee members occurs on a yearly basis, however if allowed by the clubs constitution (we have rules to follow) casual appointments can be made during the year. The issue of representation is not just a gender based issue and we currently the board/committee is made up of fat, middle/old aged, white males. We know that this is not good and we want diversity, but we need people to put their hands up for the task.

There being no further business, the meeting was adjourned at 22.51hrs.

**Minutes Prepared by: Richard Johnson,
Company Secretary**

DRAFT