**TEAM BATH BUCCANEERS.**

**Minutes of Executive Meeting ..29th April 2020 held using Zoom.**

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| Attendees: Nick Kendall, Martyn Garrod, Rachael Webb, Adam Sandey, Ian Cordwell, Toby Blong, Marty Pellow, Richard Starkey, George Conner, Sheridan Gyde, Chris Jones. |

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|  | **Notes** | **Action** |
| 1 | **Apologies:** Apologies: Paul Coltman ASGUK, Heber Ackland, Sarah Cottle, Chris Witty. |  |
| 2 | **Minutes & Matters arising. of Last Meeting:** Taken as read and approved. Philly Lowton has resigned from the executive due to illness; Nick Kendall formally thanked her for her time on the committee.GC reported back on the difficulties caused with arranging new kit for the season. Coronavirus has meant that suppliers have largely been furloughed and no consequently no proposals from JMS. It was proposed and accepted that playing kit changes would be deferred until 2021(subject to guidance from JMS). It was hoped that changes in leisurewear might be initiated in time for the Christmas market.England Hockey AGM has not taken place. Final placings have been announced and significantly the Ladies Ist XI have not been relegated. West and EHLleagues will be meeting soon and proposals for dates for the new season expected by the end of May.Decision on appointment of new paid administration post to be deferred until the 2021/22 season. However new posts of Performance Director and Club Hockey Director to proceed. A note to be sent to all members at the end of May to seek volunteers for all vacanciesTBB AGM to be delayed..latest possible date end of July.MP asked about the resilience of the hockey club in the current situation with short term being uncertain. IC raised issue of uncertainty of University players; will they be on campus in October? NK to contact members at end of May with update. Will West leagues by sympathetic to TBB and similar clubs with large University intake of players? | GCNKNKNK |
| 3 | **Vacancies:**. |  |
| 4. | **Correspondence/England Hockey**Somerset Hockey AGM Still looking for a chairman for next seasonNew Injury form from EH. RW said reports already completed need to find a way for senior team captains and managers to send details of injuries to her and she will inform EH.**Coaching Courses – online**In line with the announcement that face to face hockey activity is now suspended until the end of June, we have amended our Menu of Learning to be held virtually online.  This means you can access any workshop or course listed on the day that is best for you.  An excellent opportunity to access training from your home.  Please share with all your members.A list of all the courses and workshops can be found on the booking portal via Hockey Hub;<https://hockeyhub.englandhockey.co.uk/coaching-offer> **England Hockey ClubMark accreditation**Spend some time sorting out your clubs governance and policies by completing ClubMark;<http://www.englandhockey.co.uk/page.asp?section=2234&sectionTitle=England+Hockey+ClubMark><https://hockeynation.club/wp-login.php>If you have misplaced your login details for the portal, please ask me.Also, if your club is drafting a Development Plan, an element of Clubmark accreditation – please remember the recent **Player Survey** – if your club received 20 or more responses, you can obtain a copy, please ask. NK to check on progress with this application. | RW/MP/SGNK |
| 5. | **Diary Check/Update All diary items included in Agenda.**  |  |
| 6. | **Items for AOB.**  |  |
| 7. | **Finance Report.** Membership income for the year down by 2% to £128,395Membership on Club Buzz records suggest that there are 724 active members which if all paid 100% would equate to £168k so clearly there is an issue with CB registrations.Playing costs are down on last year by 6% to £139,162. Notably pitch costs are down by 5% probably due to the slightly truncated season.Catering costs are in line with last year, but we did expect an increase this year.Overheads increased year on year by £1,527 largely due to the newly commissioned costs for ASGUK media costs.A deficit of £10,767 arose on prime activities compared to a deficit of £17,044 last yearThis was supported by Income from other sources, principally from Pitch rebates of £11,924, a grant negotiated by Toby of £4,132 and continued sponsorship from GGR of £3,000.A net surplus arose of £8,202 compared to last year of £991. This is the best result in my time as Treasurer.We have currently £34,580 in the bank of £10,937 needs to be paid out in current bills.Situation is healthy at the moment and should help us through the uncertainty of the next few months and likely hits in our membership. RS asked to consider our likely costs if no play for some time and to update terms and conditions regarding insurance.Discussion again on the disconnect between those paying and playing especially in seniors. Large numbers remain on clubbuzz who do not play. Disquiet about the number apparently not paying and no easy way of knowing who they are. The changes proposed to clubbuzz should help but we should ensure that clubbuzz produces what we want in this regard; we want to be proactive rather than reactive to the changes clubbuzz make. Suggest that HA contact relevant parties including IC/MP/Membeship Sec to ensure this works better and is place by June. RW asked that teamo be used for selection as this easier to track juniors that play. Still some confusion about which system is being used.Profin £12000 is available RS asked to send invoice and progress CASC 30%No membership rebate to be offered. Constitution states players need to miss 4 games to gain a rebate and the season ended with only a couple of games left. A summary statement explain our new insurance cover and how to claim needed to inform members and update T&C’sHow much will a season cost if no hockey played ? | RSHA/IC/MPRSRSRS/NK |
| 8 | **Hockey Committee.**Verde Recro league has finished. League tables as published Ladies League has finishedB team missed out on promotion with a '9 point' penalty for playing ineligible  player. The lessons to be learnt - check with Area secretary if unsure about a player eligibility!Ladies 6ths v Keynsham - silly errors in playing numbering cost us 3 points! And a fine! We must start learning from these incidents to avoid points deductions and financial penalties!!NL for men's and ladies ended. Juniors - still a chance to play cup games for U18 boys but increasingly unlikely.Lots of leavers - key that players are NOT transferred to new clubs until we have checked Richard is happy they are up to date. This applies across the club to all players in National and Regional leaguesChris Hibbert ex South African Goalkeeper and world no 1 appointed at Monkton Combe hope to get him on board for goalkeeping coaching next season. IC has talked to him already and initial thoughts good.Next SeasonPlan for pre-season training starting in August neededFixtures from Sept to be organised as normalUniversityMost sports staff have been furloughed so difficult to progress matters but Catherine Evans s working re pitch bookingsThe legal team are also furloughed so this could delay buccs agreement with universityPitch 1 - plans to relay it still proceeding as Verde Recro appointed - when Verde Recro return to work hopefully they will get on with it asapLooks like a good intake for next season although still waiting on predicted results from schoolsCoronavirus could effect the start of the university term. Will have to wait on the govt recommendations. Leagues to be contacted re the concern on team no’s if Uni’s plans detract from sports student numbersMP stated that it is very important on website/social media so show that ‘we are open for business’ as usual.Club Dinner Postponed until Sat 26th Sept and almost certain to be postponed again.  **Junior Academy**Academy membership review: Jo McDermid Meembership Sec will be a big hole to fill and TB asked to start the search asap.Total Academy Members: 414 outfield, 21 GKs = 435 total.Breakdown: i) U14-U18: membership numbers are healthy with a total of 247, exceeding the budgeted amount of 240 (as per figures from website 15/04/20). The new trialling system was largely well received and the new, smaller squad sizes are much more manageable for our current coaching resources and available training space. I have had suggestions to not hold trials at U14 age, which I am happy to consider as long as we are not oversubscribed for what we can realistically provide. The link with Millfield seems to be picking up again, especially on the girl's side, which will add much needed quality to our girl's teams. ii) U8-U12: membership numbers fine at a total of 167 out of a budgeted 175 (as per figures from website 15/04/20). Concerns have been raised about pricing for these younger age groups and how this will affect future recruitment. The current numbers for these age groups for next season are a combined total of 123 out of a budgeted 175. This number will increase as we get towards the start of the season, but I am also aware of the effect COVID-19 will have on people's finances. I have attached a spreadsheet of potential alternative U8-U12 membership fees as well as a comparison table of what other clubs are charging for these ages for the executive committee to look over and discuss. Both the fees and comparison table are on the same Excel workbook, just on different tabs. iii) GK numbers remain strong, especially in U14-U18 with most teams having two GKs. U8-U12 GK figures are lower than expected because players often try the GK role without committing to an U18 GK membership, which is where I get my data from. In reality, there are probably closer to 30 players who have played in goal for the Academy when the figures are adjusted to reflect the U8s-U12s. There was agreement that fees for 8-12 year olds should be examined again. RS/TB to look at. MP pointed out the big advantage older players have as they can play for senior sides. It was thought this should be made clearer in all of our marketing. GC raised on behalf of SC the problems of training/matches and finance for under 18 girls; TB was aware of these issues.GC asked that all training camps be marketed fully when dates are known.An Academy membership fee structure to be agreed with Richard before agreement with the Exec. Ideal not to reduce revenue

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| CLUB | MEMBERSHIP | ANNUAL FEE | TOTAL MATCH FEE  | TOTAL |
| CITY OF BATH | JUNIOR | £120.00 | £0.00 | £120.00 |
| CLIFTON ROBINSONS | MINIS U12 | £90.00 | £15.00 | £105.00 |
| KEYNSHAM | JUNIORS | £65.00 | £0.00 | £65.00 |
| MENDIP | U18S | £140.00 | £0.00 | £140.00 |
| BRISTOL AND WEST | U18S | £40.00 | £15.00 | £55.00 |
| FIREBRANDS | U18S | £100.00 | £0.00 | £100.00 |
| WESTBURY | U18S | £100.00 | £15.00 | £115.00 |
|   |   |   | Average £5 per match |   |
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 | IC/MPFixture SecsNKGCICTBRS/TBTB/RS |
| 9 | **Social and Fund-Raising.** See noted re Dinner in Sept |  |
| 10 | **Commercial.**200 Club to prepare a membership op-out scheme that will be formally proposed at AGM 2020 for implementation next season. Additional £24 per year on membership.. not to be added to under 18s.Suggested that it is clear where the additional money would be spent..discounts available..fund a new astro etc etc! Possibility of increasing sub to be discussed once system/new rules agreedGGR communications. No news expected from then until June on future sponsorship. Maybe difficult in this current environment and we may lose this £3000. | SC |
| 11 | **Marketing and Publicity:** GC reported that ASGUK was going well with facebook hits increasing. Once again though a difficult period for all and this may be recognised by ASGUK offering a reduction in their fee for next year. | GC |
| 12 | **Welfare.** RW reported that still looking for new deputy (male) | RW |
| 13.. | **University** Progress on new agreement has been good but two areas where we may have to compromise:-1. University would not accept a 4 year old notice of cancellation and preferred a 2 year notice time.
2. The amount offered to the hockey budget to be announced on an annual basis.
 | NK/SG |
| 14. | **Development:**   |  |
| 15. | **AOB.** Executive awards finalised but little progress on Hockey Awards. When will they be given out if dinner postponed? Review next meeting | NK |
| 16.. | **Date of Next Meeting**. Agreed that next meeting should be zoom again..probably evening time in early June. |  |