



CAMBRIDGE SOUTH HOCKEY CLUB

COMMITTEE MEETING

Held on: Monday 7th January 2019, 8pm
at: The Panton Arms, Panton Street, Cambridge

MINUTES

Resolutions are shown underlined.

1. Quorum

1.1. Attendance:

John Greaves	/	Neil Sneade	/	Amalia Thomas	/	Jan Brynjolffssen	
Hannah Kenyon	/	John Gourd	/	Jack Chalk	/	Rob Barton	/
Ellie Raffan		Harry Lewis	/	Alice Hug		Stuart Rimmer	
Simon Cooper		Matt Kern		Howard Steed		Robyn McLean	
Izzy MacDonald-P		Laurie McKenzie	/	Liz Dunsby	/		

1.2. The presence of a quorum was confirmed.

2. Approval for opening of a new club bank account

The opening of a new club bank account with Metro Bank to replace the club's current banking facilities at Lloyds Bank was unanimously approved. Neil prepared a separate minute meeting the authorisation requirements of Metro Bank, which was signed by John, Neil and Amalia as Chairman, Secretary and Treasurer respectively, following the approval.

3. U18s in teams and at social events

Following the club Christmas party, Jack reiterated the importance of all captains and officers being familiar with the requirements of the England Hockey welfare policy adopted by the club, particularly regarding communications with U18s and giving lifts etc. This is to protect both parties. If any welfare issues or concerns are raised with a club officer, the best

response is to acknowledge the report and state that you are passing the matter to the club welfare officer, Jack, who will respond to them, and copy in/forward to Jack.

Regarding social events, it was recommended that future club social events at premises such as pubs or bars should be expressly limited to over 18s only. Events at restaurants and similar venues are different, as the emphasis is on the dining aspect - in these situations, judgement and discretion should be applied based on the context.

It was asked about what should happen if U18s attend an explicitly restricted event anyway. In this case, this would be a disciplinary offence in the same way as any member not abiding by the rules of the club, and would be sanctioned accordingly, including possible suspension or exclusion from the club.

4. Consideration of a 'permanent loan' system for club keeping kits

Many of the club keeping kits in the pitchside shed appear to be in poor condition. Pieces of kit have been removed from bags and left scattered about on shelves. It is unclear which kits are in good condition or complete, or how many of these there are.

The current system is that the club intends to have 1 keeping kit per team. However, many of our regular keepers either have their own kits (Darren, George, Matt, Lydia, Louise) or have a particular club kit permanently in their possession (Loopy, Mike). In practice, some of the club kits are rarely used, if they are even usable, and these 'floating kits' suffer from the old problem that they belong to everyone, so no-one looks after them. As the club grows, we are using more and more space storing these poorly-maintained kits.

Suggestion was whether kit would be better looked after if we moved to a system of offering dedicated kits for the club's regular keepers, to be held by them on long term loan for as long as they're a member of the club. These kits would be provided specifically for the individual keeper, so would be the right size, would only be used by them so no-one else would damage, remove or adjust pieces etc. Hopefully these kits would remain in better condition than the shared kits currently do, and also give a nicer and more encouraging experience for those keepers who currently have to take their luck in the shed. The club would replace worn out parts as and when needed, as at present. A smaller number of 'floating kits' to be kept in the shed and used by new or occasional keepers would be maintained, say around 3 each for the men's and ladies' sections, hopefully mostly assembled from the good parts of the existing collection of kits.

In discussion, a concern was raised about ensuring that expenditure on kits was not wasted by buying kits for keepers who then left the club, leaving us with an expensive nearly-new but no longer required kit. To mitigate this it was suggested that individual 'permanent loan' kits should only be offered to regular keepers (i.e. who have a record over at least a season of keeping on over 50% of match weekends), and new keepers and players who keep less frequently will continue to use the 'floating kits' (or their own if they have them). Where keepers with a loan kit do leave, the club may agree to sell the kit to the keeper at an amortised price, depending on its age and condition, or if the keeper does not wish to keep it or a price cannot be agreed, the club can retain it and it can possibly be used to replace or improve the 'floating kits'. As at present, keepers using club kits (including permanent loan kits) would pay full match fees; keepers using kits they have purchased themselves will pay half fees.

It was agreed that in principle this system may result in a better experience for keepers and also see club kit be better looked after by people who feel responsible for it and have an interested in keeping it in good condition. The committee will raise it with the club's keepers to gauge interest and seek feedback, and if there is a positive response we will look to bring the new system in over the summer (a good time to review and sort keeping kit).

5. AOB

- 5.1. MATCH FEES RECOVERY. Amalia reported that the average amount of fees paid by teams to the club so far this season (including by card reader) varies greatly, from over £80/game by the M1s to not much over £30/game by the M4s. It is important that captains collect all match fees due and that these are paid to the club regularly (less fuel payments). The club managed to keep fees frozen for 7 years from 2011 to 2018, despite large expansions in training and coaching costs and equipment purchases, by improving our collection rate and ensuring that we were collecting all the money we should be. If this drops off, fees will start to climb again.
- 5.2. PAYMENTS. Regarding the new bank account with Metro, which has a monthly limit of 200 transactions above which there is a fee of 10p per transaction, Amalia reported that our typical number of transactions range either side of 100. Our peak month of October, when most people pay subs, was 173 transactions, so we expect to be comfortably inside the 200 limit. On a related note, Amalia reiterated that bank transfer payments create a lot of work for her in identifying who payments are from and what they are for, and then confirming these with captains, and it is far preferable for match fees to be collected directly by captains either by card (which also goes straight to the club account) or in cash.
- 5.3. JUNIORS. Neil will be stepping down as junior hockey organiser at the end of this season. A notice has gone out to both the senior and junior sections asking about interest in taking on the running of the junior section (preferably on a collective team basis rather than a single person - more realistic and sustainable). So far 2 or 3 potential expressions of interest have been received. John Gr will do a follow-up communication with the club about this issue.
- 5.4. LONG ROAD CHANGING ROOMS. The shower drains are flooding again. John Gr will drop Gary Woolley a note to ask if anything can be done.
- 5.5. FUEL PAYMENTS. Hannah stated that the fuel payments for longer trips did not cover her full fuel costs. Current payments are calculated at 15p/mile to and from Long Road by the usual fastest (not necessarily most direct) route and rates have not been revised since introduced. This is worked out at £1.32/litre = £6/gallon, assuming 40mpg = 15p. If 40mpg is optimistic (or fuel price has gone up!) then we should revise the rates for next season. Assuming 35mpg would raise rate to 17p/mile.