

## AGM Minutes of Meeting

**Subject:** Ashford Rugby Club AGM – Members Copy

**Date (Time):** 12-Jun-2025

**Minutes:** John Heaver

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| <b>Meeting Attendees - See Last Page</b> |  |
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| <b>Apologies For Absence</b> | <b>12-Jun-2025</b> | <b>John Norman</b> |
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We will start at the beginning with apologies for absence - the only one I have is Mark Bowes. Jack Burden passed apologies for Dave Burdon. Rob Miller and Bea Coombes.

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| <b>Minutes From Previous Meeting</b> | <b>12-Jun-2025</b> | <b>John Norman</b> |
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We had a slight issue with the minutes from last year. I have read what we did have, and I assure you what we did have was ok as it was a very quick meeting.

One matter arising was a question that Ollie brought up about the land behind the ditch. At the time, the lady was being very non-committal. After six months of trying she has recently emailed me back saying she wants to meet and talk to us regarding that bit of land. So, there is some progress, but nothing concrete as yet.

If there are no other matters arising, we'll move on, straight on to the President's address.

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| <b>Presidents Address</b> | <b>12-Jun-2025</b> | <b>Mick Stanley</b> |
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Good evening, everybody. It's a wonderful evening to hold our 139th AGM year, assuming we've had one every year of our existence. I thank you for making the effort to be in attendance.

It's an important event, which provides us with the opportunity to look back over the past and formulate our plans to the future. I feel that we are at a crossroads at our club, with change happening at an ever-increasing speed.

Junior rugby members are growing exponentially. Whilst our senior rugby has at times struggled to grow or even maintain the numbers of playing teams we had in the past taken for granted. Big questions might need to be asked about what direction we want to focus on in the future.

Do we continue to expand our junior game and provide a pathway to senior rugby? Then ultimately becoming recognised as a feeder club to more senior regional clubs. Or do we aim to be one of those senior clubs and draw players officially from surrounding clubs?

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| <b>Presidents Address – Continued</b>                                                                 |
| Maybe our plans to both have a new clubhouse here and a 4G pitch installed, might help us just decide |

where our future lies. All I would say is, we must increasingly become very good listeners and communicators. Something we have not in the past always effectively done across the whole of our club. But enough of me, I have tonight completed my turn as President and feel honoured and privileged to represent our club at so many events over the years. To quote finally, from a great statesman, courage is what it takes to stand up and speak - it's also what it takes to sit down and listen.

So that's exactly what I'm going to do now. Thank you very much.

JN – Thank very much Mr President an excellent job.

Before we move on to the next agenda item, there are a couple of awards annually proposed from the floor at the AGM. The Jim White Cup goes to the player that has contributed to the club both on and off the field and can be only won once.

Next, we have the Arthur Munday Bowl, which goes to the non-player that has contributed most to the club. Please think about nominations for later in the meeting.

The winner of the Ashford men's first team player's player, who couldn't make it to the awards, so is being awarded this evening, goes to Harvard.

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| <b>Finance</b> | <b>12-Jun-2025</b> | <b>Charlie Vavasour</b> |
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Hopefully there are enough copies of the draft accounts for everyone to see.

I just want to give a brief summary through some of the highlights and then happy to answer any questions as they arise. So, if you turn to page three of the accounts showing the income and expenditure, that page shows that income last year was £331,000, which is up with £39,000 on the previous year. Cost of sales is reduced by £15,000.

So this has resulted in an operating profit for the year of £32,000 and this is opposed to a lost last year of £19,000. So that's good news. The previous year we had considerable capital costs for the kitchen and new car park, etc., which goes some way to explaining why we've returned to surplus this year along with the increase in turnover.

### **Finance - Continued**

If you turn to page eight, you'll see the detailed profit and loss account for the year. This shows the area where the increase in turnover came from and the key areas of expenditure. Halfway down the page you'll see that repairs and maintenance on the clubhouse is a long way down on the previous year, and money needs to be spent on this next year as it's all looking a little shabby. Equally, equipment and kit are down substantially from the previous year, which means, again, that this will also need to be increased next year and grounds maintenance has gone up significantly, and this is expected to further increase next year.

So overall the accounts look fairly solid, and we managed to replace the deficit from last year. But costs

continued to rise with inflation, and we have additional costs next year. For example, to counter the pitches being unplayable during the winter months, we've already booked the Equestrian Centre in Badlesmere, for Tuesday and Thursday evenings throughout January and February, for seniors and junior training.

This in itself is costing over £1,500 pounds. In addition, the season doesn't seem to ever end these days, with players from minis through to seniors continuing to train throughout the summer. This is great, as playing members are getting 10 plus months of rugby, but it does impact on the pitches, which necessitates an increase in cost for maintenance.

The showering facilities will also be approved through the off season. There was no increase in subscriptions last year but to keep up with inflation and the additional planned expenditure, the committee is proposing to increase subscriptions for next season. But before I go onto that, are there any questions actually on the accounts?

JN – Can I propose that we accept as these accounts for the last financial year. No objections, accounts signed.

We also need to agree as a club that we're happy for the audit exemption on the accounts to continue. So basically, these accounts are put together by Chartered accountants, but in our Rules currently, it says that the accounts are meant to be audited, which is an official audit, which costs, in region of £7,000 to £9,000. So, because it's in the Rules, every year we have to make a proposal at the AGM, and we are proposing not to do that, anyone against? Okay, so, no one against.

Looking at the proposed increases for subscriptions from next season, the committee is proposing the following. Senior membership goes from £240 pounds to £250 pounds.

Minis and junior membership goes from £140 pounds to £170 pounds for the first child and then from £25 pounds to £75 pounds for any subsequent children. So that's the proposal from the committee.

From the floor – Can I asked why such a big increase on the second child? CV - It's been discussed at committee, and the consensus was it was disproportionately good value.

## **Finance - Continued**

So basically a child getting ten months of rugby for £25 pounds didn't seem fair to the others.

From the floor – It might put off families that have more than one child? CV - Yes, I get that, and hopefully you're aware that we do have a policy in the club that if anyone's struggling, they can come and talk to us and we'll make an arrangement over payments.

From the floor – Will they be able to still pay instalments? CV - Yes. Normally we do it over three months but we can increase to four months.

From the floor – Mini's are only getting training once a week.

CV – The reason that we are doing offsite training in the winter is so we can keep the minis training at the weekend. Chris, you did some analysis on costs per session.

CD – We are obviously a lot cheaper than football, our biggest locally competitor is astronomically expensive.

Can we take a vote on the original proposal for Senior and Junior subs. The proposed increase in subs is carried by majority.

MR- if we have a bad year for minis can it be reflected in the subs for the following year, such as a reduction of 15%. Vote for and against – voted unanimously for this amendment.

Finally, just want to say thank you to Phil Hindle and Beresfords for doing the year-end accounts and to Vicky Norman for doing the bookkeeping throughout the year.

I'm happy to answer any questions you may have.

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| <b>Games</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>12-Jun-2025</b> | <b>Tim Scrivens/Chris Dengate</b> |
| <p>This season has seen our Mini's numbers grow, across all age-groups. The U6s showed us all how it's done, starting the season with an impressive 20 players but ending it nearer 50! Great work, thanks to Ryan and Stewart for their commitment and enthusiasm.</p> <p>On average we have seen approximately 170 minis on Sundays, which is fantastic!</p> <p>This season saw the creation of our U9/U10 Girls group. The thought behind this was to offer these future Red Roses the option to continue their rugby pathway, at an age when we have historically seen a lot of girls leave the sport.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                    |                                   |
| <p><b>Games – Continued</b></p> <p>This initiative was started by Tom Jury and Martin Worthington through their Love Rugby sessions on a Thursday evening. George Shepherd stepped up to take on the position of Head Coach for this new girls' team, and has done an amazing job, keeping them engaged and returning week on week. Thank you, Tom, Martin and George, for all of your efforts in making this possible!</p> <p>We are hopeful to get this fledgling group more fixtures in the new season, as we are seeing more clubs across Kent, doing similar to us.</p> <p>Our U8's went away to Bognor Regis for the Tigers Challenge Tour and thoroughly enjoyed themselves! Given the positive feedback we have received from them, we are now looking at booking this for almost all of the minis section next season, from U7s to U11s, and hopefully also the U12s. I'm pleased to say that this has the club's support and work has begun behind the scenes!</p> <p>Fixtures were a-plenty this season with numerous away joint training and matches, and 5 festivals attended!</p> |                    |                                   |

Finding the right balance of fixtures is always a chore - one year we may have too many, the next not enough. We have done our best to balance this out for next season, with some additional training sessions planned as well, and hopefully this will afford some more time to work on those key skills.

I'd like to thank Chris Logan for sorting the fixtures for next season - he's been learning on the job, whilst trying to keep everyone happy, which is never easy.

So, what of the juniors?

Another season of mixed results. Having said that numbers have remained strong most Sundays, and a busy fixtures sheet saw far more matches than training weekends for most age groups. With teams venturing into the London Suburbs for matches against the likes of Blackheath, Old Alleynians and Sidcup, offering new opponents, and challenges to rise too.

Talking of well-travelled teams, we had the Southwark Tigers visit us as in the Kent U14s 7s. For those that don't know where that is, they train at the far end of the Old Kent Road, that's nearly central London!

The Kent u14s 7s was a fantastic day, not only for the club, but for our own U14s who took home 2 trophies, both the Jug and the Shield - that's quite an achievement in a field of 39 teams.

The U14s also enjoyed a tour and are already planning next season's - thanks to all who helped raise funds to enable this to happen, through donations and their Lottery. Well done to Matt Rice and his team of coaches and players.

Ollie, not only our Junior Coordinator, but also lead coach for the U12s tells me that they have had an enjoyable first season as juniors, stating that 'it's been tough, but the boys continue to develop'. I know that she would like me, at this point, to thank Paul Knighton, for finding time in his busy schedule of coaching Academy and Seniors, to help with the U12s, offering his invaluable advice, and experience. Thanks Paul!

Bea and her U15s, have proudly told me that they've had 2 players in The Ben Earl PDG and one player at the Elite Rugby Academy. As a team they have had a great run, finishing 2nd in their Kent League, hopefully moving them up a tier for next season, when they will join the Academy.

## **Games – Continued**

Academy, a tough year. The incoming U16s took a big hit before the season even began, with a few of their players leaving for other clubs, but all credit to them, they dug in and gave it their all, even with bare numbers they worked as a team. Encouragement came from their Captain Charlie, who did his best to engage, and support the squad, whilst under the stewardship of Roger Spicer, who we dragged out of retirement! I am sure that next season will be a good one as they join the U17s to form the Colts.

Colts teams ebb and flow, it is the nature of the combining of two groups. The 2023-24 season was an exceptional year full of reasons to celebrate. This is born out of the number of the then U18s who have been seen playing senior rugby at Ashford, including. Puck, Sam, James, Jason, Zack & Harley.

Why am I talking about the 2024 season? Because the Colts had to work hard this season to change from a forward's led team to a back led one, at times it worked and results were coming, but they were often

frustrated that it just didn't come together on the day. For some strange reason it seemed to come together in the friendlies, nor the league matches!

Lessons were learnt from players and coaches alike, things that can be worked on, and improved in the coming season, such as the combining of training and ethos between the Academy and the Seniors. It will take time, but we are sure that we will soon see the fruits of our labour's.

Our Minis & Juniors section is fortunate to have an amazing, dedicated team of coaches, and volunteers who give it their all to turn up every week without fail, come ice, rain or shine. Even after they've been badged by us to attend courses and what must seem like endless forms. They do this for the kids, to ensure that we offer a safe, engaging environment for each child, whilst ensuring that they leave Kinney's field smiling!

CD - it has been another year of transition for rugby across the club. Every section has grown but has also had its individual issues across the board. I am thankful to Tom and MJ and Paul Knighton for all their work done with the senior teams this year. First team, significant improvement in the latter part of the season. The post-Christmas record of eight wins from 12, and playing identity improved. That's massive because I think pre-Christmas we were on a one-way path going nowhere - training changed, DNA changed, culture came with it. The boys got to the Papa John's Cup final and another nice trip to Bristol. Their aspirations for this season coming will be the top half league finish. So that's really positive, so well done to Tom.

Ada with the twos had a difficult season, mainly because of a really tough league, that they were in and the travel, unavailability and inconsistencies across the board. But then next year we'll play the bar bars twice, which will be positive, because that brings a big crowd, brings everybody through the door and we keep building.

#### Games – Continued

Women's team, I will start with congratulations for Team of the Year. And I think the significant thing there is that they've gone from bottom of the league to finishing third the following season. That's an absolutely massive progression there so I'm really pleased for that. Under 18 players successfully transitioning into the Women's team as well, which has been nice and also there's been under 18 girls that have wanted player approval to go and play in the women's team as well.

There's really new to us as the tiny, under 18 girls group are kind of the beginning of that journey, after seven, eight years they now start to migrate and come through this system, which is really positive and if they obviously go to Uny we'll be holding events alongside Kent's events to get them back when they're home to play for us as well. Transitions in coaching, George left just before Christmas and then Tony and Ryan have now left us as well.

He has gone on to another job, very local to us. Minty's aim is to start focussing on a development squad as well, which will be really cool to kind of start thinking about two women's teams at the club. That's hugely positive.

Girls section - u12s are really strong, u14s and u16s are really competitive, top performances in the 7s and 10s. Under 18 girls winning their first trophy. Thank you to Matt Joyce, who coached him on that day.

The vision for our girl's section is to become the largest girl's section in Kent. We started this season on 95 players hoping to get up to over 150 and our challenge is to overtake Medway. That's going to take time, structure and support from everybody to pull that group in the same direction because sometimes it gets hard as things grow the people want to do their own thing and then break away from the group rather than the group moving forward together, which is a big thing for us to work on.

Disciplinary, Grant Wilson, doff my cap to you, another great season. No trips to Wrotham, that is a positive everyone. Two red cards this season, a couple of match official abuses, between coaches and parents, please be mindful, if you see it, say something.

Some thank you time, I would like to thank the whole of the committee for all its support and endeavours. Special thank you to Simon Hall, I know you weren't here on the awards night but hopefully you got that bottle of whisky from me. I would like thank Vicki Norman for help and support over the last seven years and being an integral member of Ashford Rugby Club. Emma and all your staff thank you for the culture you are creating with all the food and the bar. Bernie in the kitchen and all of her crew. Thank you to every coach and volunteer for the passion, the time and the belief you have in Ashford Rugby Club, shines bright every Tuesday, Thursday, Saturday and Sunday.

Anyone got any questions? VN - Academy feeding into the senior men's team, what's the plan for the girl's team?

CD – There's a couple of things we want to get over the line early doors, which will be girls and women's take over days, which would be vital for us, but that's only one or two days a season.

So, the aim will be to hold those girls' days, I totally agree about facilities. I'm not sure what I can deliver on that at this moment in time. I think that would be a massive point.

RFU women playing on a Saturday, if we ask the opposition they have got to agree to it. I don't see an issue. You've also got to look at the officiating side of things as well. The society's already struggling, as it is on the Saturday. They have more than likely to continue games with fixtures on a Sunday - I heard Kent across a weekend failed to appoint on nearly 60 match fixtures.

#### Games – Continued

It comes down to organisation. It's not actually in our court. If we approach an opposition, they say no, there's nothing we can do.

Floor: We appreciate that you guys are working on support, but for us knowing if you back us. Do you support that happens for us as women. For example, on a Sunday, a lot of us are struggling to get kids on the pitch as well, because you want us to squeeze in between your academy and junior matches, but we're also trying to pack our own kit bags and get ready for our own matches. Occasionally letting us have a Saturday to play would be good.

CD - You are limited in darkest winter as you're not going to have two teams out on a pitch to churn it up. We have to be mindful, otherwise you're not playing on a Sunday, because you churned it up four hours of rugby on a Saturday. So, there's lots to consider, it takes time and how many conversations we've had about Girls Takeover days and trying to fit them in, you can't do anything until we have a full fixture list from everybody, girls, boys, men's, women's, and have a look and find the dates. We can but try.



JN – Thank you Chris. While we are on games I would just like to three members of our club. Mintey, Elle Cole and Tony Wood, who last night received Honda Awards at the Kents Awards - well done to you three.

## Development

12-Jun-2025

Charlie Vavasour

The main development focus this year has been mentioned couple of time to already this evening, has been on the flexibility of developing a 3G pitch of the club. The objective here is to relieve pressure on the pitches during the winter months and ensure that rugby continues to be played throughout the season. Initial quotes for the cost ranged between 800,000 and 1.5 million, specialist construction firms have confirmed that the build is feasible, and it should be possible to gain planning consent.

So we've had a number of meetings with Ashford Council and the Kent Football Association. Ashford Council is very much behind the project, as the borough does not have sufficient 3G pitches to meet its needs. Our site has subsequently been deemed as a priority project, both in ABC's facility plan and in the FA's local football facilities plan.

We've developed a full programme of use for the facility, indicating when rugby needs to take precedence over other activities. Jamie Booth Wilde did some number crunching and based on this conservative plan it looks like it's financially viable to have a pitch. We've done a deep review of public sector funding options, including sport governing bodies, charities, trusts, Section 106 contributions, etc.

The upshot is that there are very few, if any, substantial grants, that can be applied for at this time. Jamie's work shows that it would be possible to potentially borrow money to develop the facility and then service the loan from income generated by the pitch. This will give the club complete control of the project.

However, it is quite tight financially, and it assumes no major negative issues arising. The second option is to go with the FA, who will provide up to 67% of the funding. The two main negatives of this are firstly that an FA specified pitch comes in at the higher £1.5 million cost.

## Development- Continued

And also, the club would be beholden to committing to a 21-year arrangement with the FA and making the space available to football clubs, and the amount of time that would have to be dedicated to football has yet to be determined. The third option we have will be to secure some major corporate funding, and I know that Roger Spicer has some targets on that front, which may come to fruition. So, that's an update on where we are.

It may not sound like it, but actually, quite a lot of progress on the project has been made over the last year, just in terms of what our options are. The new committee will need to review the current position, further examine the funding options, and then make a decision on the best course.

To clarify if the decision is to jump in with the FA or try to get a loan, then an extraordinary general meeting will be called to get confirmation from the Members. Away from the pitch, the kitchen extension was completed last summer and at its last meeting, the committee agreed to install a new set of showers in the



changing rooms, which will double the current number. We also have a contractor ready to repaint the line markings in the car park, which is also a planned to be completed this summer.

Aran suggested we could bring the cost of the 4G down by club members helping out.

CV - the lower cost is the firm doing it all themselves so it could be looked at. If we jump in with the FA, they will do everything.

If the pitch is in place there will be 90 hours that the pitch will be available for. Now in rugby season time we only need it for 22 hours, includes the Tuesday, Thursday nights, Saturday afternoon for matches and Sundays. So, there's 60 to 70 hours a week the club will get other income for other people using it. Unfortunately, it will be possible schools or football clubs and things like that.

From the floor: Where would you want the pitch to go?

CV - My personal view if we went with the FA it would be best to have it on pitch 4, the training pitch so we can separate it from the club and if we did it ourselves, put it out here so if it becomes the focal point.

From the floor: My biggest concern if it is on the first team pitch the return on revenue, anything that is not rugby related you will lose straight away, which is around about £20,000 a year. Plus, you can't have fireworks, you can't have any dog shows or anything else. If you got a first team pitch you have still got it. Loads of things to think about where to put the pitch.

From the floor: Will the pitch be governed for usage. If it's on the fourth team pitch 90% of the time the men and women will want to play on the grass and not the 4G. There's flexibility for access.

Questions from the floor: Have you factored in the depreciation of the pitch. JBW – in terms of the pitch, depending on usage the life span in 5 to 8 years. We will take some of the income to put towards a fund to replace the pitch.

Matt Rice – Are we confident the RFU will continue to allow 4G pitches to be used? CV – I can't imagine they won't.

Thank you

**100 Club**

**12-Jun-2025**

**Mark Bowes**

History of the 100 club. It was set up for injured players and club needs. Its patrons pay £10 a month or £100 per year. We do a lottery style draw, and you win a £100. We support if anyone gets into Kent, ladies, men's and Juniors we buy their kit, because it's expensive

### **100 Club - Continued**

This year has been another successful year, and I would like to thank all the patrons for their continued support. We get a little bit of churn, which is normal and currently have 86 members and my target is always 100.

So, any money spent from the 100 club is put in as a bid and then evaluated and this year's major commitment was all the coach's kit. There were 120 coaches who got kitted out. The coaches are the foundation of the club.

How much is in the fund – at the end of May £16,394.41. We are about a grand up from this time last year. We made a lot of hardship payments this year. But we are up on last year.

The trustees of the 100 club are John Norman, Ian Nelson, John Lake and would like to thank you for your continued support.

**Sponsorship**

**12-Jun-2025**

**Vacant**

JN - We currently don't have a sponsorship report as we still haven't replaced Callum. We are still chasing people, and we did get £15,000 from Dove again this year. We have two or three smaller irons in the fire. We have received sponsorship for some shirts. We will be working hard on it with the new committee.

If you look at the accounts for the last two years, this year it said £28,000, last year it was £26,000 a lot of that is dedicated to individual age groups. It's an important job that needs to be filled.

Aran – can we not look at each age group raising money for the pitches. JN – it is something we can look at.

JN - There really isn't a place for this in the next section but, I would like to make a proposal of a life VP of Mr Simon Hall. Ian Nelson seconded the motion. Motion approved.

**Proposed Restructure of Club Constitution**

**12-Jun-2025**

**John Norman / Roger Spicer**

As you may be aware this club is run by constitution which goes back quite a few years, we have had quite a few changes over the years and some of the rules are a little bit antiquated and a bit out of date. Roger over to you.

**Proposed Amendments to Rules - RS**

**Proposed amendment to Rule 5.2 -**

Add the following paragraph:

For the avoidance of doubt membership is open to all without discrimination and will only be refused where admission to membership would be contrary to the best interests of the sport or the good conduct and interests of the Club and no person shall be denied membership of the Club on the grounds of race, ethnic origin, creed, age, disability, sex, occupation, sexual orientation, religion or other political beliefs. A person may appeal against such decision by notifying the Committee who will put the matter to a general meeting for it to be decided by a majority vote of the members present and voting at such meeting.

*Agreed unanimously*

**Proposed amendment to Rule 8.1.7 -**

It is proposed that this rule is deleted and will be replaced by the attached policy for election of Non-Officer committee members.

*Agreed unanimously*

**Proposed Restructure of Club Constitution – Continued**

**Proposed amendment to Rule 8.4.1 -**

The words "by the 30<sup>th</sup> April" is deleted and replaced with "no later than 14 days before date of the AGM"

*Agreed unanimously*

### **Proposed amendment to Rule 10.3**

A copy of the Rules shall be delivered by the Honorary Secretary to any person on demand on payment of such sum (not exceeding ten pence) as may from time to time be determined by the Committee.

is amended to:

A copy of the Rules shall be delivered by the Honorary Secretary to any person on demand on payment of such sum (not exceeding £1) as may from time to time be determined by the Committee.

*Agreed unanimously*

### **Proposed amendment to Rule 12.1 –**

The officers of the club shall be a President, an Honorary Secretary, and Honorary Treasurer, the Immediate Past President and such other Officers as the Club may in General Meeting from time to time determine.

is amended to:

The officers of the club shall be a Chair, President, an Honorary Secretary, and Honorary Treasurer and such other Officers as the Club may in General Meeting from time to time determine.

A counter proposal from the floor – the Chair to be elected at the AGM and the President to be voted by Committee – *Agreed, so Rules to be amended to reflect the floor proposal.*

### **Proposed amendment to Rule 12.2 –**

The Officers of the Club shall be elected at each Annual General Meeting in accordance with Rule 8.3.

is amended to

The Officers of the Club shall be elected at each Annual General Meeting save for the President and Chair who may serve a two-year term from appointment.

RS - if the President is going to be voted by Committee, we probably don't need this one anymore. So, the Chair will just be elected every year. Ian Nelson - is the Presidency going to be a yearly churn not the two year or limit of two years as it has been? RS – every two years would be sensible. Vicky Norman – Is the Chair two yearly. RS – we are going to try to stagger but yes it will be a two-year stint.

*Agreed not to change Rule 12.2.*

### **Proposed amendment to Rule 13.1**

The committee shall consist of:

13.1.1: The Officers

13.1.2: Seven members (or such number not exceeding twenty as may be determined from time to time by the Club in General Meeting) duly elected in accordance with Rule 8.4. A member of the committee shall hold office from the end of the Annual General Meeting in which he is elected until the end of the following Annual General Meeting and shall be eligible for re-election from year to year.

is amended to:

13.1.1: The Officers and

13.1.2: Three members (or such number not exceeding ten as may be determined from time to time by the Club in General Meeting) duly elected in accordance with Rule 8.4. A member of the committee shall hold office from the end of the Annual General Meeting in which he is elected until the end of the following Annual General Meeting and shall be eligible for re-election from year to year.

*Agreed unanimously.*

### Proposed amendment to Rule 13.2:

This rule to be deleted

*Agreed unanimously.*

### Proposed amendment to Rule 13.3:

“The quorum at any meeting shall be seven”

is amended to:

“The quorum at any meeting shall be five”

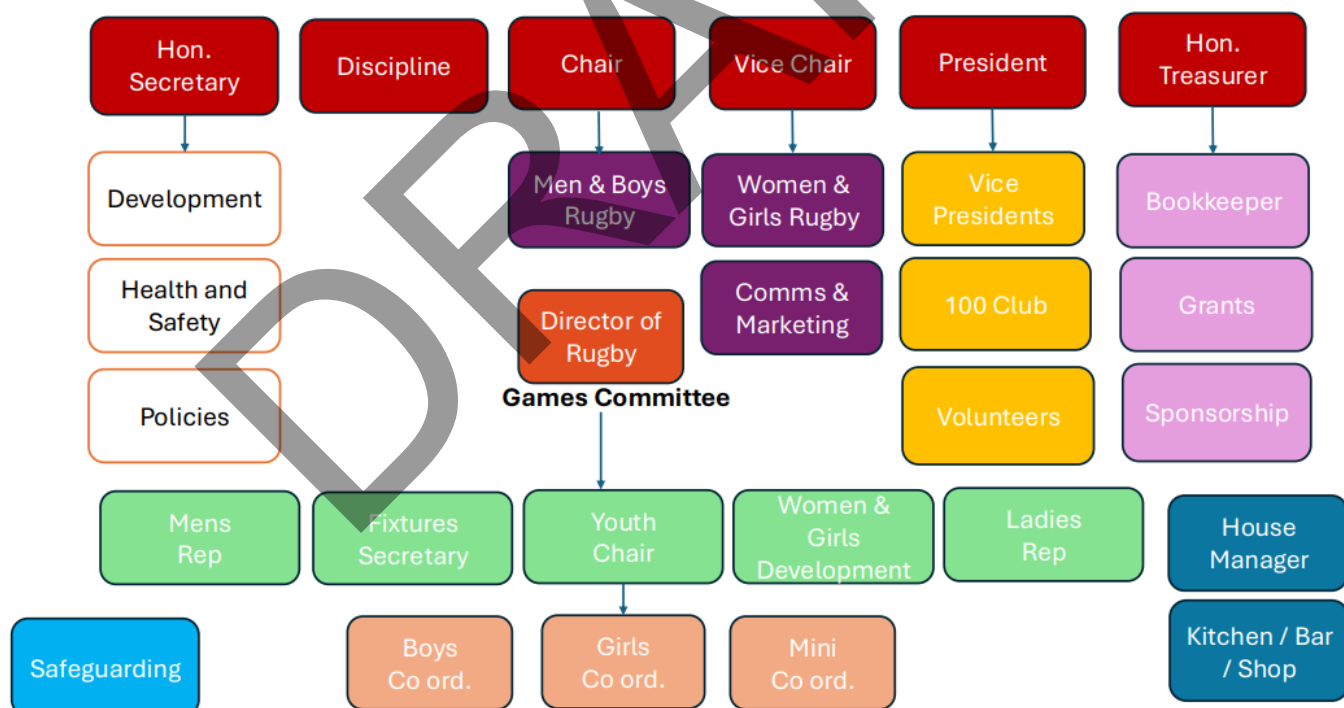
*Agreed unanimously.*

So having agreed all of that, the three Club Officers are voted in positions at the AGM and the non-officer committee members will be appointed. So, Vice Chair will be a new role to provide succession planning. We have got a new role of Women and Girls development to emphasize how important that section is to all of us. John sat on the committee as safeguarding officer but the role should be outside the committee as it's such an overarching role and constitutionally important to us and JH needs specialised training to run that role so he will sit outside all of this, and once he has had enough, we will need to train someone up to be the safeguarding officer.

### Proposed Restructure of Club Constitution – Continued

So, taking all of this into consideration, this is the new committee structure

#### Committee & Specific Oversight Responsibilities



This will also give individuals' responsibilities, and the Chair and Vice-Chair will swap every year. The Chair will have oversight of Men and Boys rugby, and the Vice will have Women and Girls which will swap each year. President and Vice will take on 100 Club and volunteers, bookkeeper does everything financial. Hon

Sec will have development and policies. Discipline is discipline. A separate games committee run by the DoR with all of these representatives' coordinators and then safeguarding and facilities here.

Ian Nelson asked if the DoR sits on committee. JN – They do but they don't have a vote.

We need to go back to number of members, the seventh point – so we are currently proposing six, an even number but with Chair having the overall deciding vote. Everyone on the list will meet at least twice a year. Is everyone happy and we have voted on all the amendments

#### Officer Appointments

We have a proposed and seconded Chairperson of Roger Spicer

We have a proposed and seconded Honorary Secretary of Charlie Vavasour

We have a proposed and seconded Honorary Treasurer of Jamie Booth-Wilde

#### Committee Appointments

We have a proposed and seconded Vice Chair of Martin Worthington

We have a discipline officer of Grant Willson

The President will be decided at the next committee meeting.

#### **Proposed Restructure of Club Constitution – Continued**

So, I am no longer the Chairman of Ashford Rugby club but before I handover to Roger, I just need to run over a few things. Firstly, I would like to thank all the committee. I have done this job for thirteen years and I have thoroughly enjoyed 99% of it, it's a challenging club and we have had challenging times. We have had sewage gate, three visits from travellers and we have had covid. It has been an honour, and I love this club to my heart. I have played here for technically fifty years, started at under 7s, I want to continue playing and being part of this club. It's been an honour to serve with all the committee members over the years. I thank everyone on the committee this year, been an interesting year.

I want to thank the minis and junior coaches, that is the future of the club. This is where we are at, the mins and juniors are doing so well, and we need to keep that going. The senior rugby is a struggle. I have played in the twos most of the season and it has been a hard year. We have made changes, dropping down a league back into the Kent rural leagues which will give us more of a chance. I want to thank all the players and all the coaches, all the senior coaching staff they have done a fantastic job. It's been a great year on that side, and we have really developed and as Chris said, after Christmas a lot of changes were made, and it really has had a positive effect.

I need to thank Andy Ticehurst - I was going to take the piddle out of him, but he is not here, how can you lose two finals in two years? As skipper the only man to have lost two finals in the history of the club, I am sure. Another one I want to thank is Gareth, fantastic work with the back to rugby stuff, huge potential to get people back playing rugby.

All the support staff, physios keeping the players strapped up and getting the back to fitness. Sorry to see Amber go after eight or nine years - she has done a fantastic job, a lot of respect from all the players to

Amber. Thanks to all to the volunteers, the club wouldn't run without you. Emma and her bar staff fantastic job again this year, little gift here for you Emma. APPLAUSE

The unsung heroes, we have mentioned Simon, we have made him a life VP not sure if that will stop him moaning...I doubt it. I just want to call Mark up.

### **Proposed Restructure of Club Constitution – Continued**

MB – so actually someone who has been heavily involved in the club is stepping back from a lot of stuff. John was entitled to his speech as Chairman, but there is someone else who I think needs a mention. I have been asked to speak about someone is a bit of a legend really who started as a player but, then got involved because that's in her nature and then went on to the committee. I am reliably informed that she was fixtures and referee liaison and then moved on to being club house manager, then Junior coordinator. I took over that role for a bit but Vicky was still over seeing all that and certainly helped me out when I took the reins of the junior coordinator.

Bar manager, heavily involved in just about everything, most recently as Charlie alluded to, bookkeeper, so Vicky, what does she do, she does just about everything - events from the beer festival which wouldn't have happened without the organisational skills of that lady there. Summer ball's food, feeding two hundred people. The fireworks which is probable our biggest event, it doesn't happen without all the background work. She books all the events, she sorts all the dog shows. The rugby festivals. Shop, let's not even go there, she has to deal with them people who think they are great that sell kit, she deals with them. She gets everyone stash, I wouldn't get involved with that personally, but she does. Kitchen VP's lunches, events, ladies rugby I have not even touched on the influence she has had on ladies rugby. Recently been the manager but playing. I haven't mentioned the big build the success of the kitchen. I also haven't mentioned two things I don't understand which Teamo and GMS. On behalf of everybody at Ashford rugby club, thank you Vicky

JN – the floor is yours Roger

RS – I thought it would be quite useful to back a few steps and explain how we got to what we have just done. So, back in February, John and Charlie invited me to the committee, just to see what was going on. And they actually said to me, "Where do you think this club is today?"

And they said, "Be as critical as you like". I wasn't trying to be critical at all, but this is what I came up with. And actually, when I put that to the community most of the committee agreed and said, "Yes, we can see bits of that, and we need to change.

But actually, a massive thank you to the committee for accepting me in to cause a bit of a rumpus and get to where we are now and change the community structure and put some different things in place. And actually, it's because they love the club so much that they've allowed that to happen, and we will not let you down, guys, so just want to thank you for that. So that's where I think we are today.

## Proposed Restructure of Club Constitution – Continued

And then we look at where do we want to be? So, a wider set of volunteers, senior teams doing well, achieving a three-year plan that everyone understands we're trying to get to and a structure that promotes growth that has clear succession, hence the Vice-Chair roles etc, etc. And then I pull together these milestones. So back in April, I presented to this committee this structure, we've had a month to think about it, which was done.

We are now at this AM, which is this third point down here. And now we're going to have a club strategy day. So 13th of July, down here, probably from about 9 to 1, we're going to have a club strategy day, Absolutely everyone is invite, especially we want all the coaches, definitely all the committee members, all the staff to be here, because we're going to sit down and work out three of them that we all agree, and then we're going to drive that forward. We've done the club survey, and we will feed back the results of that, but actually a lot of what I put on the first slide came through that club survey. The three-year plan will then go out to the membership in September, and then the committees will start meeting in the season. And then these are the actual things, so that all that committee will meet again in February, and then we'll meet again in July to continue to review the three-year plan that we agree.

So immediate key tasks.

So we've got to the remaining roles, as we said. So next week, where we've got two people applying for a role, we're going to sit down at that panel we mentioned, interview, decide who's going to have the roles. Obviously, as Mark just said, Vicky has hundreds of responsibilities and roles, so we need to transition those into the new team, the team's going to need, and then we're going to have the club strategy Day. Here we go, this is what we want to do.

There's going to be four areas to concentrate on: rugby development, financial and sponsorship, as if we want to do the 3G, then improve this club house and facilities, we need to get more money into this club. Look at how we develop those facilities, and then we're going to talk about how we engage widely with our community, and we'll show you the survey results. We'll come up with three, and then we're going to hopefully introduce something called Star Scheme.

So I sit on the Wasp's charity board. And one of the charities we gave money to this year was a charity human star scheme, based at Bristol originally.

So, they help children who've had things called Aces - adverse childhood experiences, and I'm going to invite them down to the club on the 13th July to show you some of their videos and sort of bounce statistics. They have no presence in Kent, and they want a regional hub, and they're happy to work with us to be their regional hub.



## Proposed Restructure of Club Constitution – Continued

And we would take around 10 children in the first year, star children, they call them, to come into this club and use rugby to help those children who suffered ACES, and mentor or mental health issues. We'll then run a school's programme, push that out of schools, because there's children sitting in schools, so we need to look at, and we will certainly have children in this club now to fit in these categories, and we just need to identify them and help them, and that also through star we then open up further funding opportunities and sponsorship. And what they want is volunteers who are not on the committee and aren't coaches, but volunteers are going to be star volunteers and learn how to look after these children.

And the priorities, really, communication was a massive thing that came through the survey. People not knowing those on committee, not knowing what's happening. and actually, I know that the committee are communicating communications is a two-way thing, so we need to sort that out. One, club branding - you look out on the Saturday or Sunday, there are so many people wearing different rugby shirts, even people wearing Canterbury rugby shirts, walking around here.

We want to have one brand at this club, so when visitors come, we all look the same and everyone realises we are Ashford. We will look at the 3G. look up sponsorship, and ensure that everyone has a voice, so we've talked about minis, we've talked about women and girls, everyone should have an equal voice at this club, and we need to make sure that's coming through and feeding into the committee. So, they are the priorities going forward in the first year of what we are going to do.

And I'll just leave you with this little quote, which is actually Henry Ford, and because I think together, we will be a really successful club. We've got massive potential, and we just need to realise it. So that's a quick overview of the committee's plans going forward. If anybody who's got any questions now?

MR – I know we are one club one brand. In the u15s that will be, we have a coach that is moving onto another club opportunity. He is also doing is brilliant job with the ladies, on Sundays. So, for me, that doesn't feel right for 30 boys who has interest in our team. He's a very good coach, who will still be on brand when they're here. When he's here, he is Brand Ashford. Why can he not still volunteer here? RS – We haven't said he can't.

From the floor – You have said about Star, will adults get formal training? Yes, they will come in and do all the training, and all the safeguarding which will go through JH, three sessions a year. We will have a regional manager here which is a paid role, and I am very close to raise the money to fund that position. And the Star will run it and they come in and make sure it's all being run properly. George S asked where the children will come from. RS- initially it will be the Ashford area but as a regional hub we then go to say Medway and say you need to setup this scheme and then Folkestone etc. They will be running it and hopefully Star will be in every rugby club. From the floor – how do we select the children. RS – Star will do the selection. Star help with a whole host of issues, ADHD, mental health issue, trauma

No further questions

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| <b>Awards</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>12-Jun-2025</b>  | <b>Roger Spicer</b> |
| <p>Jim White cup for the player who has contributed most on and off the field this year. Nominations from the floor. Elly Cole was nominated and seconded – carried</p> <p>Arthur Munday bowl – JN proposed Nigel Champion and Tim S proposed Gareth Scott – Both asked to leave the room.</p> <p>RS – It was a close-run competition, but the award goes to...Nigel Champion.<br/>VN - just to let you know this gentleman has taken on the RFU tickets.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                     |                     |
| <b>AoB</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>12-Jun-2025</b>  | <b>John Norman</b>  |
| <p>Ian Foinette – I have had four years in a unique position in this club being able to watch Mick Stanley going around the club as the President and being involved in everything, being the perfect ambassador whenever he has been invited elsewhere. You know he has done well as he has been invited back for a second time. He's done a terrific job and we all own him a great debt.</p> <p>Any other business – VN – One thing committee done and dusted, players rep we have had someone put their name forward and no one else stood. We got someone else, but they have been told no, and we have got a coach who is going to be players rep. How can a coach be a players rep. Who would the players approach if they have an issue with the coach? CD – They can come directly to the DOR.</p> <p>From the floor – Can the committee photos be published – RS – Yes, we are working on the board along with the safeguarding officers.</p> <p>AGM is closed, please enjoy the bar.</p> |                     |                     |
| <b>12-Jun-2025</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Roger Spicer</b> |                     |

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