



**Team Bath AS Special General Meeting Minutes
Wednesday 12 October 2022 University of Bath STV**

The Team Bath AS Committee

Ian Blacker (IB) – Chair
Matt Eves (ME) – Treasurer
Sarah Eves – Secretary
Helen Ward – Volunteer Competition Secretary
Nicky Slee – Communications Officer
James Burns – Membership Co-Ordinator
Jane Middleton – Workforce and Training Co-Ordinator
Tess Gibson – Welfare Officer
Cara Dowding – Academy Co-Ordinator
Gina McFarland – Deputy Meet Co-Ordinator (present online)

Apologies

Claire Perkins – Open Meet Co-Ordinator

Overview

Meeting was specifically held between 7-8pm with voting at the end, equal time was to be given to the discussion of all the questions asked to ensure equal discussion of all points raised.

The objective of the meeting and therefore the club was outlined to be to support all our swimmers to achieve individual success and have a thriving club.

Question 1. To defer the increase of fees, both membership and levy, whilst alternative sources of funding are explored, and the views of stakeholders are gathered

- IB outlined that the Committee's point of view was swimmers pay for they service the get, you are paying for pool hire, coaching and the general cost of running the club. He stated that taking a step back on the current proposed fee structure would prevent the ability to budget long term. Ideas for fundraising however would be greatly received.
- Chris Chudleigh asked if younger groups continue to pay more for their pool time, he queried whether this principal still stood due to the increase in fees. IB confirmed that this was still the case. Each squad was profitable except for Performance, who are subsidised at about £70 per swimmer month.
- Sylvia Sinclair asked how hard the costs were looked at? Was pool time, squad swim slots etc or changes in structure considered before increasing the fees? IB confirmed that modelling was carried out to establish how time was used alongside the coaches to establish whether changes can be made without impacting on training culture. It was carried out as a matter of urgency and there is no reason why it cannot be looked at.
- A parent discussed the cost of training per hour and suggested that it was very good value compared to normal uncoached swimming pool costs.

- Another parent asked whether the recovery plan was forecast as a 12-month plan or 3-5 years and wanted to know if it was sustainable. IB outlined the committee's desire to return the club to a stable platform with a reserve of 3-5% of revenue. This would enable the club to start to look at efficiencies and opportunities. ME confirmed that the surplus would be £6-8K on this basis.
- Kerry Haines referred to Steve Williams (former interim Treasurer) email regarding insolvency she asked why the fees went up so quickly and wondered whether the scrutiny was thorough. IB confirmed that the Committee worked tirelessly to work out a proportionate response to address the shortfall. Kerry then asked where the Committee was with recruitment of a Head Coach and asked how that affected the use of fees being paid. IB & ME confirmed that the budget was predicated on the premise of the current level of budget for the current Head Coach. Recruitment had been halted because of the SGM being called.
- Darren Fowler asked if the fee increase could be delayed for 6-8 weeks? And wanted to know what would the impact of this would be on the Club? IB confirmed that reduction of income would place the club in a precarious financial position without reserves, and unable to budget for the year ahead.

Question 1: Voting Outcome

- Supporting: 19%
- Not Supporting: 68%
- Abstaining: 13%

Result – Not Supported

Question 2. To request that the membership is furnished with the proposed budget, accounts and voting breakdown of the committee meeting decisions that underpinned all proposed changes and increases in fees proposed in the committee's email of 15 September.

- The Committee's view was that this level of information had already been provided but that individual voting records shouldn't be released to retain impartial voting. IB stated that the Committee believe that the principles have been made clear. Financial strategy budgeting process and a way forward to stop this happening again was to be developed, which will have more detail including fees per group.
- Carolyn Nichols asked if the committee were looking at removing items of unnecessary spend. ME confirmed that he wanted to work with the coaches and review the detail but confirmed the Club was currently behind budget year on year.
- Kerry Haines asked where the minutes were for the September meeting. IB confirmed that they would have been approved at a meeting that was scheduled for this week but postponed for the SGM. She said that they need enough information to know what they are paying for. IB confirmed that all the relevant information had been made available.
- ME confirmed that it would be far better and financially irresponsible not to go ahead with the fee increase.
- A parent asked can you include sensitivities so we can understand the budget, which was confirmed.

- IB confirmed that with the fee increase the committee can restart the Head Coach recruitment.

Question 2: Voting Outcome

- Supporting: 26%
- Not Supporting: 66%
- Abstaining: 8%

Result – Not Supported

Question 3. To amend section 4.1 and 4.4 of the constitution approved in March 2022 to ensure stakeholders are given 2 months' notice for changes to fees and the reasons behind such changes be provided at the time of the proposal, not at the AGM as is currently required in the constitution.

- The Committee believe providing more information earlier is the correct position. The aim is that with the budgeting and planning approach we don't get in this situation again. However, requiring a 2 months' notice period does not allow for the dealing with emergencies or unforeseen situations.
- Darren Fowler stated that there was nothing stopping a committee calling an SGM if there was an urgent reason for the fee increase which could be voted for within the Club.
- Sally Fowler asked if members must give a month's notice, then why the fee increase notice wasn't reciprocal. It was reiterated that under normal circumstances this would be the case however in this instance the emergency nature of the situation overruled this position.

Question 3: Voting Outcome

- Supporting: 36%
- Not Supporting: 57%
- Abstaining: 7%

Result – Not Supported

Question 4. To request minutes of the required monthly management meetings (constitution point 7.5) and section reports are circulated and posted on the team Bath membership area of the website no later than 7 days after they have been approved. –

- IB confirmed that should be the case and would happen going forward.

Question 4: Voting Outcome

- Supporting: 54%
- Not Supporting: 39%
- Abstaining: 7%

Result – Supported

Question 5. To add to the constitution under section 13 that the annual budget and financial strategy is presented to members at least once a year and when any significant changes to members fees are made.

- Committee believe this is already in process and has been agreed by the Committee to move forward.
- Kerry Haines suggested that this needed to be voted on at the AGM and asked for transparency.

Question 5: Voting Outcome

- Supporting: 45%
- Not Supporting: 46%
- Abstaining: 9%

Result – Not Supported

Closing Information

IB informed all attendees that the Committee wanted constructive collaborative discussions to take on constructive input and channel it into the future of the club.

These minutes were approved and formally ratified at the meeting of the TBAS Committee on 18 October 2022.