



Annual General Meeting

Notice is hereby given that:

- The AGM of Bredon Star RFC. Ltd. will be held at the club and on 'Zoom' on 28th November 2024 at 7.00pm.
- All Club Members are reminded that 20 paid up members are required for a Quorum and that the Rules of the Club state that we require to hold an AGM every year.

Attendees

Kevin Falvey	Bertie Tarrant	Gemma Greenwood	Phil Turton	Virtual attendees
Nick Harwood	Duncan Taylor	Meryl Falvey	Dave Godwin	Dom Tarrant
Matt Jaynes	Sharon Taylor	Helen Ayres	Andrew Dickinson	Dave Walker
Mark Frost	Paul Kemple	Alex Ayres	Adam Gallagher	Karen Walker
Will Gamble	David Newcombe	Alice Walker	Kieran Matty	Sherief Loutfy
Shane Collins	Darren Gamble	Jon Stickler	Emma Holland	
Al Green	Jay Puttergill	Matt Musto	Tony Collinson	

Minutes

1. Appoint a Chairman for the Meeting. (AG)

AG opened the meeting and greeted everyone. He then stated that he would hand over the meeting to KF. KF thanked AG and reminded everyone of the note at the top of the agenda.

2. Apologies for absence

Scott Jameson – Vice Chair

Arti Ranner – Safeguarding Officer

3. Approval of the minutes of the last AGM held on 24th November 2023

These have been published on the website and are available throughout the room. They were unanimously approved.

4. Matters Arising - If not addressed elsewhere in the minutes

There were none.

5. Club Chairman's Report on the Club's Development throughout the 2023/24 season

Kevin Falvey thanked everyone for attending the AGM and apologised for the meeting being held again 2 months later than our pre covid schedule. KF stated that he will endeavour to make this meeting as quick and painless as normal.

KF thanked the Junior Section Chair and Vice Chair – Nick Harwood and Sharon Taylor together with the junior coaches and committee, who have seen us through another challenging season.

Sharon has stepped down as Vice Chair of the Junior Section and I thank her for her service and commitment, but mostly for her organisational skills over the period of her tenure. The junior awards evening has never run so smoothly or to time in all my years of attending.

A number of senior players together with Kieran continue to help with coaching within the junior setup.

Catering has worked well, with Kathy on Sunday mornings at Bredon and the volunteer rota seemed to work at Westie under the control of Sharon.

As for the Bar, then with the attempt at a paid manager failing at the first hurdle, then Gemma and Duncan both stepped up and kept things flowing ably supported by the paid and volunteer teams who have again done a sterling job.

However, it's great to report that Daz and Kemps have been appointed to running the clubhouse going forward and Gemma continues to be a great asset.

Our 3rd year with O'Neill's as our merchandising partner has gone well. The club kickback this year has not as yet been spent, but I would like to get kit for the Ladies section, perhaps socks / shorts/ leggings etc.

It is good to see players and supporters alike wearing club colours on match days and while out and about in general. It is good advertising for the Club. Remember we still sell other items over the bar.

We have a good number of club sponsors and some new ones this season but are always looking for more.

We are very grateful for the sponsorship commitment to local grassroots rugby.

Scott manages this role, so if you have something to offer or know someone or a company that can help the club, then please speak to him.

From the senior playing perspective, it was great to get promoted last season. The step up is a challenge, but one the players are enjoying.

The 2^{nds} did well in their 1st season of league rugby and are currently sitting high in the league table.

The Colts did well last season especially as they were mainly a year young. All credit to Al, Stu, Boyd and Sarg for their ongoing commitment to these boys and the club in general.

I must also thank Kieran as DoR, Kemps as Club Senior Coach and Andy as 1st team manager for their hard work. Dave Walker stood down part way through the season as 2nd team manager and a very big 'Thank You' goes to him for his hard work and commitment in getting the 2^{nds} established. And thanks to Jay for stepping up and taking on that role.

I think you will agree that with this team supporting Kieran, the playing side of the club is in a great place.

Thanks has to go also to our wonderful Ladies Team and what a successful season they had.

I must take the opportunity to mention our 3 current England Touch Internationals:

Cerys Godwin - u20s

Maddie Miles-Kingston – u20s

Tilly Palmer u18s.

I look forward to seeing their international shirts on the wall in the club house.

Matt Jaynes is the England u35's men's coach and girls u18's coach.

We also have a number of Ladies representing the West Wildcats and Southwest Saxons Regional Squads ranging from u14's to u40's and Cerys represents the Midlands Tigers.

Also, the Ladies Squad won the Midland and Southwest Trophies again this year!

Well done to ALL our Ladies players.

A big thank you goes out to the clubs unofficial sponsors and volunteers who contribute in so many unseen ways, again too many to mention, but you know who you are!

In addition, Our Landlords:

- Kemerton Estate (Adrian/Matt Darby) – Westmancote Site
- Bredon Cricket Club – for use of their facilities each Sunday
- Bredon Parish Council – Bredon Site

Also, a BIG Thank you to ALL of the club's players, coaches, supporters and the Club Executive Committee without who's commitment this club wouldn't exist.

That's all from me, so thank you and I now hand over to Nick.

6. Junior Section Chairman's Report on the Junior Club's 2023/24 season – NH

This update will focus on end of 2023-24 success and where we are at as we get into 2024-25 season.

End of 2023-24 Season to note:

- We entered our first Colts team into the GRFU development league and were able to give a good showing. Most importantly we bled 5 Colts players into senior rugby with Sam Wilson playing 1st team rugby.
- DPP success for 11 U16 players and 2 Academy players.
- We enjoyed competitive success with:
 - U16s making it to the semi-final of the County Cup.
- We held our End of Season awards ceremony with 180 + players in attendance with the U16s celebrating their final year as Juniors before they join the colts and hopefully senior rugby next season.
- The girls grew to 14 (from 4) and managed a few games as part of a hub of local teams.

Start of 2023-24 Season:

- 188 Players (and more to come) - subs paid and on GMS. Including Colts with 17 more to pay = 205.
- 40+ Coaches.
- 12 teams: U6/7 to Colts (no U15 team) plus U14 & U12 Girls Teams.

- **Registration & Subs**

- Great effort from coaches to get registration & subs organised. Pleased to say we are able to support 4 players this season through our financial support scheme.

- **Safeguarding & Welfare**

- Arti Ranner has been doing great work in the Safeguarding and Welfare officer role.
- Incidents have been reported promptly and support offered as required.
- Including getting approval for 18 Colts players to play senior rugby this season.

- **DPP**

- Gloucester, Worcester and Wasps DPP catchment areas (6 counties) are now merged into one DPP - Gloucester. However, they do not have any additional resources and so have reduced age groups they support and selection is much harder.

- **Sites**

- **Bredon**

- Drainage solutions are clearly working and means we have been able to maintain 4 Junior Teams and the Colts sharing pitches on a Sunday.
- Ongoing thanks to Kathy and Kevin for ensuring players & parents are fed.

- **Westie**

- Huge thanks to Matt Musto our incoming Vice Chair for managing the site & cafe.
- Work on the upper field has progressed well, delayed by an unusually wet spring and summer, but a massive thanks to Mark Frost and Tim Coppin for continuing to organise the work and providing their time and equipment. We have a flat field with grass. Fingers crossed we get some luck and can return fully next season.

7. Financial Report and Presentation of Accounts (Chair of Finance) – DT

NOTES

- Statutory/Financial Accounts not available to be presented but sharing Management Accounts, on which those are based.
- Expect very little difference in the two sets of accounts other than some accounting adjustments (e.g. timing, non-cash adjustments i.e. depreciation)

STAR INN @ BREDON LTD

(reminder - this is a separate legal entity; the trading arm of the rugby club, with any surplus donated to the rugby club)

NOTES

- Turnover £73k; down -£2k YoY (down £8k vs 2yr ago)
- Cost of Sales was £51k (flat YoY) ... *this is the cost of the products bought*
- Gross Profit £22.5k

Cost however were higher

- Wages £16k +£5k YoY (more paid employees/few volunteers and inflationary cost e.g. NLW)
- Equipment Hire/Accountancy Fees (payroll)/Finance Costs flat YoY
- 2023 included £3.2k repair cost (replacement bucket chairs)
- 2023 includes Other Income (£5k) for Café – reclassified/moved to Rugby Club.

NET PROFIT £2.2k, -£8k YoY

STAR INN @ BREDON LTD

Of the total sales, £48k/63% is draught beers, though sold 1,148 fewer pints YoY

Bestselling:

- Inches 2,990 units
- Moretti 2,771 units
- Guinness 2,378 units
- Amstel 2,020 units
- Brixton 1,437 units

Also sold 1,234 crisps, 284 Baby Guinness and 317 Spice Rum and 194 Beckford Rum (since tagged as sperate item)

Of 10k transactions, 505 happened between 3pm-7pm (with a second push at 8pm)

And highest average transaction is at 1am (£11.60)

Also gained £0.8k extra from charging non-member the higher prices (only from Jan'24)

Bredon Star RFC

Off the pitch, and despite successes and growth around the club and the various sections, it was another financially challenging year, not least driven by significant costs and investments, most notably delayed and back dated utility costs and pitch maintenance.

Revenue (Income)

- **Total £72k** from Membership/Subs, International Ticket Sponsors, Club Sponsors, donations and the Café. This includes £14k of Events income (shown gross but offset with -£13k of costs).
 - Membership ... £20k, of which 75% is from M&J, Men's £1.3k, Life £0.8k, Ladies £0.3k. YOY +£5.3k
 - Tickets Sponsors £10.3k
 - Sponsorship £5.7k ... some timing but lost sponsors in last 2-4 years
 - Café Income £7.5k (reclassified from Star Inn)

Also

- Advertising £1.9k; banners at Westmancote but offset with -£2.6k costs for scaffolding. This is a loss, partially recoverable from Cricket Club but written off in these accounts.
- *Grant Income & fundraising ... accounting adjustment / not cash; smooths profit for the income received to buy the building and spread over the life (opposite to depreciation)*

Costs

How much does it cost to run a rugby team?

Running Costs of £38k pa (saving £12k YoY)

- Coaching Fees, Kit, Equipment ... replacement and new kit (not always funded)
- Referees, Competition/League Fees (increasing as now running Colts)
- Physio and First Aid (£4kpa ... higher YoY)
- Post Match Food (previously a hidden costs but highlighting here)

N.B. Not shown here is £1.3k of 'free drinks' post-match Man of the Match – not suggesting we stop that, only to highlight that it's not actually free.)

- Trophies and awards; one off/replacements, expected to last a few years
- N.B. Events Expenses (offsetting above income)

Gross Surplus £34k (47% of Turnover). However,

Overheads £62k pa

- Rent is £9k pa (flat YoY)
 - Bredon Field £2k
 - Cricket Club £1.4k
 - Kemerton £2.3k

Sensitive Document

Industrial and Provident Society Registration No. 31539 R

President: Mr A. Green Tel. 07586 032260

Chairman: Mr K. Falvey Tel. 07778 554324

Junior Chairman: Mr N. Harwood Tel. 07711 727114

Hon. Secretary: Mrs S Taylor Tel. 07766 903221

Hon. Treasurer: Mr D. Taylor Tel. 07887 941844

- Tewkesbury School £3.2k
- Plus Newlands AWP

And in addition

- Pitch Maintenance £11k (drainage, sand/seed, line marking) PER YEAR, +£6.4k YoY. Expect some saving going forward, however, still be £9k pa.

Also

- Utilities £16k, +£10k YoY, exceptionally high as included price hike and 2023 back dated costs. Ongoing is still £10k pa

Surplus/(Deficit) before Tax -£28k and £11.4k worse YoY

Discussion on other pitch options to reduce costs - maintenance scheduling and possible buying land for pitches. Local options possible but further discussion needed and not quick resolution.

2025 BUDGET

NOTES

- 2025 Budget is based off the current position
- Committee have reviewed costs and challenges lines
- Currently showing -£8k loss noting the following

INCOME +£8.5k

- Growth from new sponsors (£1.5k), one off donation (£3k), Membership (£1.4k)

COSTS £2.8k saving

- Increased Coaching Costs (new M&J coaches)
- Increased Post Match Food
- Manage down Kit costs (£3k saving)
- Increased Costs (RFU First Aid requirement)
- Increased Ref Fees (more Colts games)

OVERHEADS £11k saving

- Light & Heat, £6.7k saving YoY (but LY included back dated costs)
- Insurance reduced, £1.8k saving
- New TNT/Sky TV deal, £1.4k saving

In addition

STAR INN ... £4.3k profit to help close the gap

STILL £(4)k loss for year

N.B. Also see Playing PnL split by sections

- Snr (men's) = £(12.7) loss making
- Ladies = £(2.7k) loss making
- Mini & Juniors = £12.8k profit

Discussion on how sponsorship can be driven to increase revenue. All encouraged to discuss and support SJ.

**8. To consider as a special resolution any additional or alteration to the Rules of the Club duly proposed in accordance with Rule 9.5
(The Club Officers alteration to be made permanent, thus not needing to raise each year).**

In accordance with Rule 9.5; the following motions were requested to appear on the agenda of this meeting:

That the Officers of the Club for the year 2024-25 and all future years, should be modified so as to include the roles of: President, Immediate Past President, Chairperson, Vice Chairperson, Junior Chairperson, Hon. Treasurer and Hon. Secretary.

This was proposed by letter dated 12th November 2024 by Meryl Falvey and Seconded by Kieran Matty

Votes For All Against 0 Abstentions 0

9. To consider a resolution disapplying the provision of the Act relating to the obligation to appoint Auditors (I would like to add to this item a request for this to be a permanent amendment so that we do NOT need to have as an agenda item each year).

Do I have a proposer Gemma Greenwood Seconded Kieran Matty

Votes For All Against 0 Abstentions 0

10. To elect the Officers for the ensuing year

I have to start by stating that Karen Walker has recently stood down as Honorary Secretary. Our thanks go out to Karen for her time and commitment in this role to the club over the last few years. I am pleased to say that Karen is still planning to be a very active volunteer within the club.

So the officers standing this year are:

Club President - Al Green

Club Immediate Past President - Dave Newcombe

Club Secretary - I am very pleased to announce that Sharon Taylor has agreed to take on this role.

Club Treasurer - Duncan Taylor

Club Chaiman - Kevin Falvey

Club Vice Chairman - Scott Jameson

Club Junior Section Chairman - Nick Harwood

Do I have a proposer Phil Turton seconder Gemma Greenwood

Votes For All Against 0 Abstentions 0

11. Election of Committee Members

The Club Officers together with

Kieran Matty, Helen Ayres, Alice Walker, Arti Ranner, Will Gamble.

All the above have indicated their willingness to stand and were formally proposed by

Do I have a proposer Dave Newcombe seconder Jay Puttergill

Votes For All Against 0 Abstentions 0

If anyone would like to stand to join the committee, then please see me.

Sensitive Document

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12. To confirm the Election Honorary Vice Presidents (made by the Committee during the preceding year)

Confirmation of N / A being elected as a Life Vice President of the Club.

Proposed N/A Seconded N/A

Votes For N/A Against N/A Abstentions N/A

13. To confirm the election of Honorary Members (made by the Committee during the preceding year)

Confirmation of ALL Club Coaches in the 2023/24 season and our Staff and Non International Ticket Sponsors being elected as Honorary Members of the Club.

Proposed Dave Godwin Seconded Jay Puttergill

Votes - For All Against 0 Abstentions 0

14. To consider any other business of which due notice shall have been given

None received.

15. Any Other Business (on which no voting shall be allowed)

Pig on the Hill discount cards, encouraging club membership.

Freddie Thomas getting first cap for Wales citing Bredon Star as mother club.

KM – club survey, taking on board feedback, thank you to those 35 people who completed the survey. Please do not wait for survey if you have ideas. Survey will now be an annual activity.

Further discussion on club finances and how sustainable current trajectory is. Income from international tickets was discussed and as we record games and subscribe to GMS this allows us to get a higher international ticket allocation. This is important to understand when viewing the admin responsibilities of these tasks. Sponsorship opportunities survey could be sent to all parents and players to increase understanding of club costs and encourage more sponsors.

What is the club's 5 year spending plan?

No capital spend planned. However, things could change depending on external influences. Also looking at grants, e.g., for solar panels.

Ladies section is growing, what thoughts are there on a Ladies Chair?

Alice and Helen sit on Exec committee. Exec committee were challenged to review whether this position is necessary, Alice will take this position.

Use Boxing Day to raise funds and half raised goes back to the club?

Agreed. Encourage members to match fund raising with their employers.

Are we thinking about moving from Midlands to Gloucester?

Ongoing discussions. KF to better understand geographical limitations. To be raised at Exec committee.

17. Date of next AGM -TBC, around September 2025

KF closed the meeting by saying, this has been an encouraging season. We are still in a good financial position, although reducing costs and increasing revenue/sponsorship are our key drivers this season. The playing sides through the club are as strong now as ever and the social and community aspects of the club continue to shine through.

Thank you all for coming.