Bath City FC Board Meeting

Mon 6th January 2022 at 1900

Hybrid

**Attendees:** Nick Blofeld (Chair), Jon Bickley, Cheryl Bradley, Christopher Flanagan, Peter Headington, Shane Morgan, Andrew Pierce, John Reynolds, Joy Saunders, Paul Williams

**Observers**: Carole Banwell

**Apologies:** Chris Coles, Jerry Gill

1. **Football Update**

Jordan Dyer is back from Exeter as from today until the end of the season.

Paul updated on the position regarding other loanees and injuries. The team’s recent dynamic performance and positive attitude have been great to see. Building the usual strong team bond and culture hasn’t been easy during the pandemic.

**Pitch:** Andrew has followed up with EcoSolve.

**ACTION:** Nick to re-introduce Andrew to Rec Ground Trust.

Congratulations and thanks were expressed to everyone who was involved in marketing and organising the very successful home game against Chippenham.

1. **Redevelopment**

All the organisations who were sent the documents have either come back very quickly or confirmed receipt. Some came back with some substantive questions and one or two came back to say they couldn’t make the numbers work. We have responded that the model in the documents is a straw man and we are open to hearing how they would make it work.

The pack was sent to a well-funded housing association, who have replied that they didn’t feel they had the necessary experience to take on the project at this stage but they are still very interested in how it develops.

1. **Finance Update**

**Cash Position**

Further to the financial report circulated prior to the meeting, the figures from the Chippenham match on Sunday are now in, on a record league crowd in the last few years of 2,261. A terrific result giving us confidence going forward.

There were a few problems with having so many pre-ordered drinks but those have been dealt with.

There are two more home matches in January and one in February, none likely to have as many away supporters, so we are hoping for good weather to help us continue to build attendance.

**Debt/Loan Extension**

Majority of the creditors have now agreed to extend their loans for another year.

**ACTION**: Paul to draft formal paperwork to confirm.

Work is still ongoing with regard to valuing the ground.

**ACTION:** Nick to follow up.

**4. Values/Culture Project/Next Steps**

**Feedback on Soc Cttee Draft Docs on Conduct & Governance**

The governance documents have been circulating. They're very strong with a few comments being made and points of clarification raised, including mention of culture and teamwork; whether the new terms of up to six years would be applied retrospectively and how that will work with the next period of elections; staggering of appointments; benefits of continuity; removal of incompetent directors and conflicts of interest.

The documents were circulated to prompt conversation and agree underpinning principles, wording will be tightened up to address points of clarification raised once that agreement reached.

**Values & Culture**

In other organisations, a Values & Culture project has proven a very powerful way of pulling the organisation together. We've got some values already in the Club credo and the team has a set (specific to them), but there is benefit in getting the core group of people who work and volunteer at the Club with an external (and hopefully pro bono) facilitator to develop this further. It shouldn’t be a lot of work as we’re a small organisation.

**ACTION:** Jon, Carole, Nick to follow up with external facilitator.

**Club Policy Updates**

Following feedback from an HR specialist, our disciplinary and grievance policies, inequality, anti-bullying and harassment policies have been either updated or introduced and have been signed off by the HR specialist. They’ve been distributed to the permanent paid staff and confirmations of receipt from casual staff are being chased up.

The policies also need to be sent to, confirmed and recorded as received and read by a range of groups, including volunteers and Directors. In total this is about 150 people.

**ACTION:** Nick, Jon, Carole to liaise re setting up admin process/resource.

It might be that after feedback/audit there's a recommendation for more policy documents but the aim is to be minimalist as it becomes counterproductive/unworkable to have too many.

**5. Key Ops/SAG Points to Note/Action**

The H&S, Facility Mgt. and Operations doc has been added to Google docs.

We’ve done well in the current Covid climate, with only a couple of cases within the camp over the last few months despite the ever-increasing rates within the community, so thanks were expressed to everyone involved with it, the management and team for following all the protocols.

Emergency lighting testing is due at the end of January so that is booked in for 24th Jan. As most of the emergency lights were replaced last year it shouldn't be an onerous task. The Fire Risk Assessment will be done at the end of February. This assessment will be an internal one.

The Princes Trust didn’t finish the painting up to the grandstand so that needs to be completed.

**ACTION:** Shane and John to ensure work on grandstand steps done before grandstand capacity is reviewed.

**ACTION:** Shane to track down the old microphone from the grandstand if possible as it’s a collector’s item which can be auctioned.

The cost of applying for a new license for alcohol in the ground will be around £190, assuming we are in Band B, in which case this will be the best way forward as timescales for applying for a variation are the same – 28 days.

We have a map showing the boundaries of where alcohol is currently allowed. Off sales are not allowed from Charlies or Randalls. The impact of a new license on insurance, health and safety etc will need to be investigated while we crack on with getting the license to run the trial.

It was recommended that a solicitor is used to make/advise on the application.

**ACTION:** Shane to check with Council contact to check whether they will be re-starting their pre-application service & if they can suggest specialist solicitors.

**ACTION:** Shane following up with police to get their input.

Responses received so far from the survey to supporters about alcohol in the ground were circulated prior to the meeting, 500 having been received within the first 24 hours. The headline was that 68% supported being able to purchase and consume alcohol in the ground. The verbatim entries at the end of the survey reflected the diversity of views at the previous Board meeting with broad support provided it is well managed and the atmosphere remains welcoming to families.

Being on our mailing list, BBC Radio Bristol have picked up on the survey (they were surprised we didn’t already sell alcohol in the ground) and we’ve had two invitations to discuss on tomorrow’s early morning programme. Carole will do that.

**6. 2000 BC, Commercial, Community WG Updates**

**Commercial**

Peter Headington was formally voted on to the Board as Commercial Director and welcomed.

Peter outlined the three pillars of the Commercial Strategy:

• Sales, making more use of the new team members who are currently under-utilised. A CRM

(shared database) is being introduced.

• Commercial management, being matchday hospitality.

• Content creation, using Rosie and Ian to create engaging content.

The timing of the shirt sponsorship draw was discussed. If it arises, the potential to explore a longer-term partnership would be followed up.

**Racism in the Ground**

Another incident was reported at the last match but the perpetrator has not been identified. Increased messaging is being put in place and a design agency is involved in producing what we hope will be a broader and impactful campaign to drive home our zero-tolerance policy on this. As part of that, supporters will be encouraged to report any incidents at the time as these are easier to deal with than after the match reports. A text alert system which maps to a director’s phone will help with that alongside a recorded message for the PA system which will encourage reporting. The stewards have sufficient experience to deal with incidents.

**Community**

The Club’s charity actions will be focused on the Foundation. Bucket collections are not as effective now people are less likely to carry cash. Online donation facility has been set up but there’s no feedback yet from the Foundation on the amount being raised.

Volunteer Iwan has put forward a pitch on how we can improve accessibility at the ground and on social media. The Board supported this unanimously.

**Women’s Football**

We have agreed to a potential job share with the Foundation. They are looking for a grant for the post.

Thanks were expressed to the Foundation for obtaining funding for the dementia day care.

**7. Society & Supporter Updates**

**Society**

The Interim General Meeting will be held 20th Jan.

**Supporters**

Magnetic signage on the away bus has been parked for the moment especially as buses aren’t going to some games. A survey regarding usage of the away coach has had 18 responses so far, which are mixed, cost and Covid being the main factors given. Jerry is keen for away support especially for the Chelmsford match but this is one of the least popular away fixtures due to the journey time. Question was asked whether a sponsor could be found for the away coaches.

The Christmas Draw was a big success, raising £1,200 of which £200 was donated to the Ben Saunders Foundation. Thanks to all who helped make this a success.

**8. Actions from Last Board & Board Minutes**

Actions were either completed or dealt with elsewhere in the meeting.

Minutes of the last meeting were accepted: proposer John Reynolds, seconder Paul Williams.

**9. AOB**

Per a note circulated prior to the meeting re Verizon, the League is selling media with hashtags which, if it works, should in theory raise money for us. Participation is obligatory.

**10. Date of Next Meeting**

Monday 7th February