



Bath City Board Meeting

1900 Monday 3 Feb 2025

Hybrid

Attendees: Nick Blofeld (Chair), James Carlin, Andrew Pierce, Paul Williams, Pete McCormack, Chris Coles, Shane Morgan, John Reynolds, Debbie King, David Mathews (Mktg. Dir.), David McDonagh (Chair designate)

Apologies: Jane Jones

1. Bath City Youth (BCY)

Robin Thomas (Chair of BCY) joined (in person) to meet the Board and give an update on BCY's progress and plans. They have taken over Lansdown Sth. playing fields and half of Lansdown Nth. from the Council, so they have a home ground, and Robin also pointed out the signage with Bath City branding on it.

The club's focus is football for the community and all 4 clubs are oversubscribed and availability of pitches is the limiting factor, especially synthetic/3G pitches, and the Council is reviewing their pitch strategy again currently. BCY are progressing the idea of a 3G pitch at Lansdown with the Council's support and funding from the Football Foundation, although they will have to set up a CASC (Community Associated Sports Club) to do so.

There are c5-600 kids playing each week, 25% are girls. BCY are also looking at a football "cage" for kids to play closer to home (as per the one in Sydney Gardens). This would be in support of the Council and funded by a Community Infrastructure Levy (CIL) grant. Robin also said the pathway for the boys to come up through the club is more complex than for the girls, and we need to think and plan this properly for the long-term.

Robin then took questions, and Nick also made the point that **we should have a Service Level Agreement (SLA)** between our organisations, as we have with the Foundation, who also use the BCFC brand.

Chris asked how we could do more together and there was discussion about the challenge of both organisations being run by volunteers, with coaching the kids being the priority for BCY. Robin pointed out that additional comms and organising things beyond coaching is hard, but **Andy Laker was still the best contact to liaise on any joint activities**. Playing BCY's key matches/finals at TP was raised, but it is too small for the big end season tournament as they can get many more paying teams at Lansdown. Robin reiterated the need for more 3G pitches and more infrastructure/a development centre ideally, and said Joe Raines was doing some extra training with some other BCFC with BCY.

Safeguarding was raised and Robin explained how thorough and comprehensive it is via the FA, with each player, parent and coach having an individual reference number.

Actions: Nick/Robin to agree next steps on an SLA; Nick to introduce Andy Laker to David Mathews ref comms/cross promotion ideas

2. F&B project/reco

Debbie had shared a note pre-Board with her recommendations for improving the F&B offer and revenue whilst reducing queues.

The reco was that we should convert the Romans bar for teas/coffees/soft drink and snacks and move the beer into a container/shed between the grandstand and family stand. This as broadly agreed and a trail would be a good idea. **Details tbc but a meeting of a smaller team (Andrew, Debbie and Shane). Cost also tbc.**

Recruiting volunteers to serve there might be tricky. The hot/cold water in Romans makes it a better place for coffee/tea etc and we should also stock soft drinks in the bars, as there is demand, even if they are not in fridges. Beer pricing should also be reviewed to check we are at a sensible level.

Actions: Debbie, Andrew and Shane to meet ref changing Romans to teas/coffees and a new "bar"/shed/container between grandstands;

3. Football - Men's

Because of the full agenda Darren didn't join this Board but will come to the next.

Paul updated us: Ollie's contract has been agreed as had Jordan's extension (despite some last-minute changes due to the agent). Jess has been registered as a non-contract player (joining from Ipswich), he is just keen to play and hopefully get noticed/picked up for a paid contract.

Darren's contract is agreed and signed. All those in the support team being paid ought to have a letter/contact and we now have two HR specialists helping us (Jay Williamson and Matt Griffiths), Nick will introduce them to Paul so we can tidy up these situations if they are still outstanding.

Darren has the option of a holiday let in Marshfield owned by the Pierce's as short-term accommodation; Nick has spoken to a couple of Bath hotels but nothing has come of that yet.

Pitch – having now had external experts come and look at the pitch, unfortunately they have discovered the reason it is so wet/poor this season seems to be the breakdown of the underground drainage system. This was installed c30-35 years ago and it beyond its normal lifespan and will need replacing, at a cost of c£65k. That cannot be done during the season, so we now need to look at suppliers and timing to see how and when we can do the works. We think we can get a grant from the Premier League Stadium Fund for up to 70% of the costs and will need to apply for that as soon as we have pulled a plan together.

Women's – all running pretty smoothly but no specific update for this Board. The Commercial Team focussed on a new shirt sponsor and everyone involved at the Club to think any good replacements

Minutes & Actions from last Board & Board Minutes

Reading through the minutes the outstanding actions not covered elsewhere are:

- i) Nick/James Moon to meet/have a call
- ii) Matt/Jay (HR advisors) to help Paul to ensure we have contracts/letters in place with paid football support and help with recruiting the PT bookkeeper
- iii) Combined Mens/Womens Awards night – Nick asked James to pick this up and liaise with Jane

Proposer: Shane and **seconded** by Paul

Extraordinary Board meeting minutes:

Proposer: Paul and **seconded** by Nick

3. Finance

Paul will circulate the P&L update as soon as it is finalised in the next day or so. We had a better month.

Caius (the finance graduate offering help to the Club as a volunteer) has been in and met Debbie and Paul and should be able to help us – if he doesn't get a FT job straight away!

The football budget need signing off for Darren to be able to plan his squad for next season by the end of the month. This will require some assumptions on other areas of the overall budget but that shouldn't be an issue.

The bookkeeper JD had been agreed, and Nick has now shared with our new volunteer HR advisors (Matt Griffiths and Jay Williamson) ref promoting it (Linkedin/Indeed?) with the aim of recruiting someone to start in April.

Actions: Paul to circulate P&L asap; Paul/Debbie to look at football budget by end Feb (with assumptions ref the rest of the budget); Nick to share JD with Matt and Jay

4. Workstreams

i) 3G – we have updated costs from Synergy and a slightly reworked deck from Stride Treglown,

ii) Redevelopment (accommodation project) – we are awaiting a workshop

iii) Wider Audience - new focus/ideas tbc by David Mathews now he is in place

5. Society & SLO Update

Pete had no specific update but was pleased with the recent recruitment and new Directors and advisors now working with the Club. The new Commercial Dir and Community Dir should be approved by the Soc Cttee shortly.

Actions: James to agree Supporters Evening date with Darren, Lee and Matt

6. Commercial and Operations

Operations – the works on the toilets at the Bath End and Popular Side have been completed, as has the fire door into Charlie's – the latter just needs a final coat of paint to help protect it now. The

yellow warning lines on the steps have also been repainted. It was agreed not to progress with the Zapgo electric charging project as there are implications for any redevelopment.

Commercial - Gareth won't be joining Boards in future, as Tom Benjamin will cover those as the new Commercial Dir. The commercial income is ok, and the team are meeting with Gareth, Tom and Nick on Thursday 13 Feb.

Actions: Shane and John still need to **discuss the likely structural work needed on the roof on the Popular Side**; new BSU VC meeting 11 March

7. AOB

- i) James attended League mtg in Oldham and will circulate a short note on actions/points of interest
- ii) Jane's safeguarding papers were approved - linking with the Foundation and BCY portal; recruiting a Welfare Officer; Directors' online training and safeguarding becoming a standing item at future Board meetings
- iii) Paul flagged that Wessex Water had invoiced us hugely higher than usual (£6k) and we suspect a leak so have challenged that figure and will arrange for them to visit
- iv) We plan to bring back some ex BCFC players occasionally for lunch in T R Hayes as a thank - you and to re-connect. We can also ask them to draw the raffle and announce over the tannoy etc (James liaising with Cheryl and others on this)
- v) John will be going to Tonny Book's funeral and will try and get some sort of connection with Man City – an U21 pre-season game maybe?

Carried over actions:

- Final year BSU students project - "volunteers story" film update?
- **Very aged & broken turnstiles need fixing/replacing!** Ongoing challenge, is there a second-hand option/route?
- **Payment system** still tbc (not using our own phones) – **Andrew to update**
- follow up Uni of Bath sustainable energy meeting tbc by them – David McDonagh picking up the lead over the coming weeks
- Cheryl/Nick to update staff/volunteer contact list
- Nick to invite Foundation Chair to next Board to meet us all and give an update.

Date of next Board meetings: 17 Mar, others tbc but likely 21 April, 19 May