



TAMESIDE SPORT & PHYSICAL
ACTIVITY NETWORK
AFFILIATE MEMBER 2021-2022

Registered Charity 1179794

Aldwinians Rugby Union Football Club

Audenshaw Park, Droylsden Road, Audenshaw, Manchester M34 5SN
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Committee meeting Wednesday 13th April 2022

Meeting started 8:00pm

Present:

Trustees: Kevin Tuner-Hague (Chairman) [KTH], Gus Grimley (Treasurer) [GG], Dan Hardy (Secretary) [DH], Ian Wilson [IW], Katy Davies [KD], Lee Bradley (President) [LB], Robert Palmer [RP]

1. Apologies for absence

Paul Lyons [PL], Stephen Marrow [SM], Gina Hardy [GH], Yvonne McGuire [YM]

2. Minutes from last meeting

Accepted as accurate. No matters arising.

3. Correspondence

- a. Proposal from PL for £1,000 to sponsor mixed ability tour. The proposal has already been agreed by Trustees via email. YM will be doing a fundraiser activity around this.
- b. Request from YM on behalf of TC to purchase chairs once fundraising has enough money. Accepted by all.
- c. Lancashire RFU “important dates”. The meeting confirmed that all league entries have been put forward for all teams ahead of the deadlines from Lancs: 1s will play in the ADM; 2s into the RFU structure; 3s promoted into Combi 1.
- d. Sponsorship offer of £3k from MN/Multiquip - can this be allocated to the 1st team shirts and warm up tops, MN needs an acceptance letter and a mock-up of how shirts will look. LB will follow this up.
- e. Request from RJ to apply for up to £50k matched funding opportunity (roof, dancefloor, pitches or all 3). LB will manage this.
- f. Active Tameside Sport & Physical Activity Awards 2022 – this is being shared already via social media.
- g. Active Tameside equipment bursary fund – sent to RJ – Equipment up to £100 per child on free school meals
- h. Aaron Howarth - Lancashire Club Cluster Meetings; Tuesday 3rd May 2022 – Trafford MV RFCC; *These evenings will help to better understand the issues facing clubs, and to help with planning for future seasons. The evening would contain two very brief updates from RFU staff and Lancashire RFU volunteers but the vast majority of the evening would be an open floor format, allowing clubs to voice opinions, share problems, review the season and to ask questions - Please note that focus of the evening will not be in*



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relation to coaching or competition structure. There followed some discussion about having a Lancs Club Rep with no clear outcome. DH, LB and RP will attend this meeting.

i. major changes coming to GMS – watch this space basically. The RFU will be ensuring that clubs use GMS more as the improvements are rolled out, so it will be important that coaches/managers/admin know how to use it. DH to send out messages to all as stuff changes.

j. Mouth guards on sale at tuck shop – RJ had asked for permission to purchase and sell these on. Agreed.

k. Trophies and medals – proposal from RJ. Needs permission for £460. Agreed. There was also some discussion about “Jack Fitton Man of Steel” award; IW to follow this up.

l. Sponsorship – for next year’s u14s from Trade Centre UK. It was agreed for the sponsorship to be used for that. DH additionally checked to see if it was ok for other sponsors to be given a membership. It was agreed that for any sponsorship over £500 a free membership would be offered.

m. GG has received notification from the bank that the Bounce-Back Loan repayments are being changed by £10pm to £924pm.

n. LB reported that Taylor-Wimpy have been in touch regarding their social outreach work – they are willing to help us with some project. There was discussion about whether this should be the roof, or dug-outs or some other project. There was further discussion about getting a scoreboard with no clear action outcome.

4. **Safeguarding**

- IW reported on the meeting including Carole Baker, Lancashire CB Safeguarding Lead, IW, DH, AB and KTH, following incidents reported. The whole situation has been resolved, and CB’s presence was very good, and very supportive of the club.

- DH feedback from the Lancs RFU meeting: girls cannot play up/down (we need to ensure this is not happening). This led to discussion that was going to be brought up in Rugby Report by DH: we need to ensure we are planning for coaching the girls from September as we will have 3 age grades (U12, U14 and U16) yet we currently only have one coach, no manager and there are girls leaving as well as girls in the U11s that will be moving up – 5 U11 girls currently who will be playing on their own, the U10s have several and have already been planning their transition. Lancs are potentially looking for “volunteer+” positions, paying £3k pa to the “volunteer” to increase ‘diversity and inclusion’; they are looking for people to put forward suggestions but have suggested that the easiest aspect to measure would be the number of female players. It was suggested that RM, RJ and AC need to get together and plan out what coaches cover what, including recruiting from schools. This led to discussion about [Redacted] role in terms of what he is doing regarding coaching in schools and whether this was anything officially part of the club. It was accepted that his DBS covers him for Aldwinians purposes only, and that his work was freelance and separate of the club. There was disagreement about whether the club should be looking to help him obtain coaching qualifications as he does not currently perform any coaching duties for the club. It was agreed to leave this discussion and return when we have a clearer picture of the training



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needs for all coaches across the club.

- DH feedback from the Lancs RFU meeting - RFU safeguarding conference 10th September
- Play it safe courses still need to be booked for all coaches. IW to chase up AB about getting these booked at the club.

5. **Conflicts of interest**

Regarding coaches contracts these have been agreed previously at previous meetings, but it is unlikely that anything will be agreed in this meeting on finances in these contracts.

6. **Financial report** – [email sent prior to meeting reproduced below – meeting comments added at the end. Attachments added to the end of the minutes]

This is my first report as treasurer. I would first like to state my personal thanks to Chris and the team for everything they have done in the past 2 years. It has been nothing short of a monumental task and one that would have beaten most people. The amount of time, effort and dedication required to get us to where we are now is above and beyond what could be expected of any trustee or volunteer at the club. It is only because of this work that I felt I could even offer to take on the role as Treasurer.

As we are still in the hand over phase and I don't yet have access to the bank accounts. With that in mind my report is more of a summary of where we are up to. You will have all been given copies of the accounts at the AGM, so you have the figures as they stand.

The following points have come from Mark Norton, who has the better overview at the minute:

The CIO has swung from a small loss to a £ [Redacted] profit. Membership, M&J donations, Bellway and Bonfire night accounting for £ [Redacted] out of £ [Redacted] turnover.

Asset wise for the CIO, the land will be the greatest asset.

However in terms of Working Capital (the calculation of capital based on day-day business) it is up to £ [Redacted] which is good news.

The TC accounts are now filed for the Jan 22 year end (almost 8 months ahead of previous timescales!!). The TC has gone from a Zero credit value and zero credit score (picture attached) to £ [Redacted] credit limit and [Redacted] credit score. It gives us some financial integrity.

The TC has gone for a £ [Redacted] loss to a £ [Redacted] loss. This would be down to payment of the Bounceback loan which I feel is more a CIO cost than a TC cost. In addition the kitchen wages are all borne by the TC and none by the CIO.



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The bounceback loan payments total around £ [Redacted] and the kitchen wages around £ [Redacted].

On the plus side the Working Capital has increased for the TC. The business net worth has reduced due to the bank balance reducing and the creditors not reducing as much as the bank balance (hope I've explained that correctly).

He has also given some points to note, on the above:

Bellway & Donations; Bellway for £13k and donations £19k. This will be greatly reduced in the next financial figures.

Cancelled games cost the club about £1k at the bar every time we don't have rugby teams at home.

GUS – I think this is the first time we have had a figure like this and it's a really interesting stat to remember when moving int next season.

Functions and events are key for survival, we need to fill the calendar as much as possible.

Membership is the single biggest income, it will need to be managed and kept and eye on, as we have done so far.

Looking at the handover,

the applications have been submitted for me to have access to the CIO ban account. In the mean time Paul has kindly offered to carry on with payments that need to be made.

I also have the paperwork to be signed on Wednesday for the Barclays UC account.

Paul Lyons has been working with Steve Marrow to get the treasury lap top sorted and I would hope to have that hand over at the meeting on Wednesday as well.

As you will notice I now have access to the finance@aldwinians.co.uk email address. I am not sure who this email says it comes from on your PC, but I have asked Steve Marrow if there is anything that can be done on that.

I also have access to the google drive with all current files and records on.

I also have a number of historic files that Chris was given, when he took over that he has now passed onto me. These are financial records dating back years. I have no doubt that some of it could be shredded and that all current documentation is stored on the Google drive. I would like to request that a secure cabinet/space be identified within the club for these records to be stored. Due to the sensitive nature of the information this needs to be limited access.

Paul is also going to provide me with a list of tasks that have to be done every month, so I can begin to plan them all in.

Other than that it is still very early days, and I am still being supported by Chris, Paul and Mark Norton.

Regards

Gus



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KTH formally welcomed GG to the role of treasurer.

GG is still awaiting access to the bank accounts, with PL paying for anything that needs paying at the moment.

KTH reported following the colts and old colts meeting, that teams need to be clear about how much they have in their fund. GG has a spreadsheet, and U12s shirts are to come off the total available yet. GG doesn't feel the need for a M&J treasurer for that fund.

7. **Trading Company report – MG** [email sent prior to meeting reproduced below – meeting comments added at the end]

Please find below what will be my last trading company report for this month.

Events are going well and we are looking forward to hosting the St Georges day celebrations. We are also looking into the forthcoming internationals to make sure we can show them and promote them.

We have now identified the new chairs following Yvonne's charity event and the order will be placed soon.

[Redacted]

[Redacted]

Finally TC Chairman. As I have now been appointed as Treasurer of the Charity, I have advised the directors that I will be stepping down as Chairman. I will be staying on as a director, as this simply mirrors the current set up where by two trustees are also directors of the trading company. However this does mean that we have to select a new TC Chairman. We have our first TC meeting next Tuesday to discuss the matter at which point I will advise the trustees of the decision that has been made.

There was brief discussion about the upcoming meeting next Wednesday for a new chair of the TC: [Redacted] Overall, there doesn't appear to be an obvious solution.

8. **Membership Report – GH** [email sent prior to meeting reproduced below – meeting comments added at the end]

Total members as at 31/03//2022 - 610 £ [Redacted] this month

of which:

M&J - 279 (of which 27 are female)

Seniors - 331

Social - 219

Playing - 114 (of which 23 are ladies)

New in Feb: 17

Total; £ [Redacted] per month



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*M&J - 9 (1 with parents; 1x female)
Social – 5 (1x TC)
Players - 3 (3x male; 0x ladies)*

*Cancelled in Feb: £ [Redacted] this month £ [Redacted] per annum
7 Adults (5x male players; 1x parent; 1x TC social)
10 M&J (2x Colts; 2x girls)*

*Unpaid: £ [Redacted] this month £ [Redacted] per annum
11 Adults (5x male players; 2x parents; 4x social)
3 M&J*

DH reported comments from GH:

GH was asked to help administrate membership, as it was clearly stated that only paying members would play. GH has become upset as her role appears to have become that of 'enforcer' rather than administrator, as those that stated they would support the enforcement have often not acted upon information provided. With this in mind, GH would like to explicitly outline her role and what she is willing to do.

GH will continue the administration of membership; will monitor & deal with all M&J membership aspects of non-members & cancellations where teams have a manager, and use RJ as enforcer when required. The girls do not have a manager and this is becoming an issue.

None of the senior teams (including ladies) have a manager.

Male Seniors Players – Each time a player is added or removed, will send message with player added or removed and the available players list either by WhatsApp or email to RM & ?. As this will include information about cancelled players, assume RM will chase these.

Female Senior Players – as above sent to KD.

Social only members that cancel – if someone wants to take this up they can be sent the information, if not, nothing will happen.

Unpays – Needs an administrator/administrating: a list can be provided twice per month as pull or push. Then requires the administrator to contact the unpays and document this; need some way of checking/monitoring who has paid or not after this with the information returned to GH; would need input from finance and Jayne (if paid over bar) on how this payment information can be obtained – DH willing to have access to view accounts and take data from there. Currently nothing in place for those that repeatedly go unpaid – will need clear procedures: e.g. if x number of unpays in y months what happens to 'senior player', 'junior player' etc.

RP and LB asked for the unpaid lists to be sent to them to deal with.

KTH raised concern about the number of senior players that have cancelled membership, particularly when viewed as a percentage of the playing members. RP has already spoken to RM about this. There is concern that players are cancelling as it's the end of the



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season. It was agreed to monitor the situation to the start of next season and review the need to increase monthly membership with a 9-month payment.

9. **Rugby Report – RP** [email sent prior to meeting reproduced below – meeting comments added at the end]

An excellent March with some great results and we now look forward to the business end to the season.

1's have finished 4th. Wins over Ormskirk, Oldham, Widnes and Wigan.

Now have a semi-final on Easter Saturday vs Didsbury away.

2's- still fighting for the title. Wins against Wigan, Sefton and Littleborough plus a walk over vs LSH and the sole loss to west park mean they are hoping Widnes fail to get a bonus point vs Littleborough to maintain a chance. Play Widnes on 30th April.

3's- champions. 2 wins, 2 walk overs and a bonus point loss vs Broughton mean they end the season with 62 points.

Well done to Matt and Adi.

2's have been accepted in to the NOWIRUL league for next season meaning the 3's will be promoted.

Off the field the players dinner will take place on Saturday 7th May. Trophies being organised plus meal options and potential entertainment.

Recruitment for next season is under way with Jake Evens agreed and more players being looked at by RM and BM.

Mini and junior report

Numbers remain stable, some parents cancelling membership which is inevitable. Spoke to Gina about potentially putting together an “exit” questionnaire. Might give us a good indication as to why people are leaving? Potentially a few possibilities:-

- End of season*
- Child not enjoying rugby*
- Coaching*
- Facilities/club*
- Cost of living crisis*

If it's the later I would hope we as a club could support them. I think we will know more in the next few weeks as to how many might cancel. I think we hold fire for now.

Mini and junior presentation in the early stages of planning. Letters have gone out along with forms to gauge numbers. So far we have 262 people attending across both presentations.

Mini presentation Sunday 1st May

Junior presentation including girls Saturday 14th May



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A meeting will take place on Wednesday 27th May to finalise details and the final mini and junior meeting. Ryan Jennings will organise buying trophies if agreed tonight.

Unfortunately there will be no u11's in attendance at the mini or junior presentation. I have expressed my disappointment to Rob Taylor but unfortunately no one from the u11's can attend on the 14th. They have a competition on the 1st.

Ryan Jennings met with Richard Mooney and Andy Coxhill for a review and to start planning for the summer and new season. We would request to sit down with trustees to share our vision over the coming weeks months and year. Can this be organised tonight? RFJ has suggested other interested parties are also invited including Jayne, and Mark Norton.

A letter has been written to Terry Hall at Audenshaw school with a view to getting the 3G facility for November- March next season. I will hold fire until it has been agreed by trustees. Something we can discuss at the meeting.

I have spoken to a lot of coaches across the age group who have expressed their concerns as to how the Lancashire competitions have ended this year. We will play a full and active role in organising a red rose competition next year which will see a league structure and cup competition introduced for u13's and upwards.

We will however host a waterfall competition as requested by Lancashire for our u14's on the 1st May. I have suggested we use the u14 festival trophy which we have traditionally hosted as an award for the day. Trophy will remain at the club.

Dave Taylor continues to excel in Droylsden academy. So much so, Droylsden are happy to now leave Dave on his own now his DBS has come through

I spoke at length to the director of sport across the Laurus trust of schools. They want Dave to go in to Laurus Rycroft also. I would like to propose we use the £300 we received off the RFU to pay Dave to go in to coach. They are happy to come to an agreement with the club as to how this looks. We can spend £300 on equipment for them and they will pay Dave direct as Droylsden are doing.

U15's have secured a mini bus from Tameside to take them to away fixtures. I'd like to pass on my thanks to Wils for organising this and driving the bus. It is great for team bonding and moral.

Some coaches have expressed an interest in completing the new RFU coaching course and refereeing course. These will not be ready before September but I will ensure we are top of the list if we can be for places.



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The meeting with Trustees request was briefly discussed, it was agreed it would be best to get the season out of the way completely and have the meeting in June.

RP also added that from the seniors playing perspective this was the highest finish to a season for all teams collectively for 15 years. We are riding the crest of a wave at the moment; best ever finish in the ADM league. In the pipeline there are a few things to look forward to – including a few ex-players that have seen what’s going on and are thinking about coming back.

RP voiced concern about the U11s not being involved with the M&J presentations, with their players and parents not feeling part of the club as a whole and being a separate entity. This concern was shared by all. It was agreed to ensure that future presentation dates should be published at the start of the season and it be emphasised that these are essential for all M&J teams.

DH also added feedback from the Lancashire RFU General Meeting (5th April)

- a. Discipline: Match official abuse (on & off field) – RFU will be increasing suspensions and holding clubs responsible; clear message, “don’t pick players that abuse officials”. Also, significant concern about U18 becoming a problem. => we need to be careful as we’ve now had 5 red-cards across the club this season.
- b. Head injuries: if a player has a bang on the head they cannot have an HIA, they must be taken off. HIAs are not allowed at this level, and head injury protocols must be followed through. Any doubt, the player must be taken off.

10. **Matters Arising:**

a. **Coaches contracts**

LB reported on the brief discussion that had been held before the meeting and about his concern that if people are employed by the club that they are being employed in the right frame. The example of [Redacted] was given that if he is working 50 weeks pa at 8 hours pw, then he is well below minimum wage. LB would like to look again at the consultancy method of payment, contracting as coaches only and making them solely liable for their own tax and NI; if we are paying a lump sum then the hours are irrelevant. It was emphasised this was about minimising the risk to the charity as we would be able to reduce to the original budget of £ if we can pay them as contractors. GG quoted the guidance about payments to contractors and their tax liabilities that we need to have “reasonable measures to ensure money we have paid out” is taxed accordingly. GG will make enquiries with employment specialists.

b. **Licensee's authority over CIO members**

[Redacted]

c. Requirements for full membership (CIO members vs TC members)

RP brought up the issue that at the AGM a social member, [Redacted], had been



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informed he was unable to vote and it was felt that he should be recognised as a member of the CIO rather than the TC. The conditions laid down by the RFU for a member to not be considered just a social member (which is not allowed under the RFU regulations) were re-iterated:

1.8.1 Volunteers and helpers who assist with running the club;

1.8.2 Supporters who help the club raise funds and provide a pool from which the volunteers are drawn;

1.8.3 Parents of junior members;

1.8.4 People who still wish to be associated with the club but for reasons of age or ill health are no longer able to play.

After a short discussion about volunteers and their roles within the last 12 month period, it was agreed that this particular member would fall under 1.8.2. RP will inform him.

d. Complaint by RP to email by KTH

DH reported that RP had sent a complaint about an email received from KTH in response to an email sent by RP. DH read out the email of complaint from RP:

[...]

I would also like to make a complain about the chairman's email to myself and the other trustees and in the next meeting I would like him to refute his claims on the following.

'Proxy Voting - You have single handily managed to undermine the trust and faith of a significant number of members in the Trustees ability to hold fair and open elections of officials.'

'I've received numerous comments/complaints about how it was fixed and a waste of time having a vote.'

'The information you posted out on various groups was inaccurate and misleading. A number of members actually commented that they didn't know Chris was still standing because of what you posted out.'

'You started this last year with 'vote harvesting' to try and get Robbo a Trustee position, which failed. Proxy voting is part of the constitution, but what you have done goes completely against the spirit of that constitution.'

'Any information sent out should be fair and balanced for all nominees, what you posted out clearly wasn't.'

I would then like to reply to these accusations.

These are quite serious accusations. As chairman I was led to believe he at all times is supposed to remain impartial especially during voting.



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Members such as [Redacted] and [Redacted] informed him of the correct answer regarding proxy voting, yet he continued to bulldoze his agenda through which was extremely pro Chris Rushworth with no other mention of the good work of myself or Lee Bradley.

48 members have their own opinions and to sway a large amount such as this this would be an extremely difficult task! I suggest he looks at who voted proxy and he will be able to see all involved are from a wide spectrum of the membership all with different principles.

“We will have to look at what measures we can put in place to prevent any reoccurrence and try to restore the trust and faith our members should have in the Trustees. 49 proxy votes from members who didn't even attend last year's AGM either is ridiculous. My comments on the night were that if they exercise their right to vote, they should at least do it based on fair and balanced information.”

What has last years AGM have to do with this? At the time I voted via proxy and a lot more did due to shielding and the pandemic, id like him to explain the purpose of this?

Finally, I have 5 children, 3 under the age of 3.... If I have any spare time, it is looking after them. At the moment if I'm not with them I'm at work. If myself or my partner are working, they are in childcare.. the current cost of childcare is £60 a day per child! Hence my reasoning for not doing the “minor roof repairs” again assumptions of a person who isn't qualified to say so. I would like to see Tiny climb up 10ft and work off the ladder it's not that easy.

You also voted in [Redacted] to do our roofs. [Redacted] is a member, ask him if he will volunteer?

I don't offend easily however accusations of rigging a vote angers me and I would like him to retract what he has said and an apology.

Going forward i want the next 12 months to be positive and i hope the chairman sees this and agrees with me.

Bob

KTH responded:

1. This was stated by members in the room directly to KTH and cannot be disputed as it is fact. RP argued that this was not the case. DH interjected to point out that if the word “significant” is removed there is no argument if statements were made, the only point of conjecture could be that one word.
2. Are quotes that were said to KTH.



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3. KTH stated that RP had posted items on social media. RP countered this arguing that he hadn't. There then followed an argument from RP that CR had led an attack on coaching staff by trying to get their wages reduced by 50%, and that it was RM, RJ and AC that had led the recruitment for proxy votes to be sent in the correct format to DH. RP further argued that KTH had put a pro-CR post on social media, and that his speech was pro CR. KTH denied that his post and speech were pro-CR.

The argument continued about whether the proxy voting was within the spirit of the club and its' constitution, with members of the meeting split over whether it is ok for such significant numbers of members to vote in this manner without coming to listen to the statements and arguments at the AGM.

The argument between RP and KTH continued at length ranging from comments made by KTH about RP not volunteering to do roof work where RP was unable to due to other commitments, through whether there was a personal and malicious attack on the coaches to try and reduce their wages. RP emphasised that KTH has 12 months to the next AGM and that his actions need to be positive. The main contention was whether RP had been responsible for orchestrating the proxy votes. RP categorically stated that he did not send anything out; KTH took RP's word and apologised for his statement, having been unaware up this point that statements sent out in RP's name were not sent by RP.

e. **Publishing minutes**

Prior to the meeting there had been an email discussion regarding publishing the minutes on social media rather than via a secure page on the website. Several of the trustees felt that members were more likely to engage with the meetings if the minutes were pushed out this way, but there was direct concern about breaching GDPR regulations. It was agreed that heavily redacted minutes that would prevent identification of members on social media would be better and should be piloted for the next few meetings.

f. **volunteers**

DH reported briefly from the two RFU Building Your Volunteer Teams courses and there was brief discussion about fulfilling roles and responsibilities in the club. Specifically, it was pointed out that we are in urgent need of a H&S officer. RP offered to complete risk assessment forms. It was suggested that any members with known skills in this area to be directly spoken to and invited to take up the role.

g. **Pictures, memorabilia in the committee room**

There is a huge amount of stuff around the club. Nothing is going to be thrown away. KTH stated that we need a few volunteers to come and sort it and look to get it up on the walls in the lounge.

h. **Secure storage for historic treasury files**

GG stated that he has already dealt with a lot of electronic files from CR, but that there is a significant amount of physical files and that he would like a lockable



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cabinet in the club to store it all in. KTH was able to suggest various areas, but that there is a load of stuff that needs to be thrown away to make room; KTH suggested hosting a volunteer day to clear stuff into a skip and sort the memorabilia.

11. **Action Tracker:**

Due to limited time remaining in the meeting everyone was reminded to look at the AT and update as appropriate.

AOB

- a. KD reported that the U15 girls are through to final of the Lancashire trials on 21st April. This will get added to social media accounts.

- b. GG raised on PL's behalf updating the honours boards. There was brief discussion whether we leave a 2 year gap for the Covid years, or have it consecutive. It was agreed to leave it consecutive. KTH will get hold of Mr Etchells. We also need to consider getting a board up for the ladies.

- c. GG was asked by [Reacted] to raise the issue of his vote at the AGM. DH re-iterated the rules that were followed; a proxy vote can only be cancelled in writing before the meeting, and the trustees had decreed to not accept any proxy votes from members that were on the premises at the time of the meeting. As a proxy request had been received and not cancelled by the member in the meeting, their vote could not be counted.

Meeting closed 11:12pm

Next meeting 11th May 2022.