

**ALDWINIANS RUFC
TRUSTEE MEETING TRANSCRIPT 17 SEPTEMBER 2020**

Trustees in attendance	William Thorpe (WT) – Chairman Ian Wilson (IW) – Trustee, Club Member/Former Player Kevin Turner-Hague (KTH) – Trustee for Playing Club Member Katy Davies (KD) – Trustee Club Member/Ladies Team Admin Alan Whalley (AW) – Club Member/Senior Fixtures Secretary Christine Spivey (CS) – Hon Secretary/Membership Secretary/CSO Club Member Ian Spivey (IS) - Trustee, House & Grounds Chairman/Club Member Trevor Hulmes (TH) – Treasurer Tyler Gibson (TG) – Future Assistant for KTH
Observers	Lee Bradley (LB) – Club President/Former Player

INTRODUCTION	KTH	No apologies. Asked by WT to chair so it will be recorded as has been recently, passed to Yvonne McGuire (YM) and we'll receive transcript/minutes/action plan as usual.
	TH	Questioning minutes going to members and need to discuss minutes being distributed to members.
	KTH/KD	Explain only minutes go to members, not full transcript/action plan – was agreed few months ago. YM circulates couple days beforehand for Committee to amend/agree before posting to forum.
LOAN	KTH	Have seen emails about bounceback loan but can TH give us exact update?
	TH	Been copied in to everything so you have up to date info with exception of call this afternoon. They wanted to confirm they have all details correct, everything ok with WT and I. Agreed in principle, just needs to send paperwork to WT and I for signing. Will prob be end of next week, currently at final stage.
NATWEST (£500)	KTH	CS previously suggested we use for painting of players' entrance approx £140 (TH has invoice) but maybe paint function room out of remainder?
	All	General discussion - not big project, make it look better than 70s working mens! Can put on forum if anyone interior designer, some ideas about colours etc, dado rails new lights etc. Function room our biggest asset so should be biggest selling point too. Bright but plain. Needs to be "child friendly" and hard wearing.
	All	Agree
NCP	KTH	Asking TH where we're up to with NCP
	TH	Up to date with all emails sent to you. Currently awaiting them arranging H&S check. Be one main sign at gate.
CAR SALES	LB	An ex player has approached me looking for car park 15 spaces and maybe portacabin willing to pay £450 per month.
	All	General discussion re self sufficient no costs to us. Taking NCP into account will we still have enough for players/parents at weekends? Gates will be open but obviously he'll be insuring cars. Kids running round throwing stones etc but plenty people leave cars there at present anyway. Discussing where they could be situated. Possibly drive at back?
	LB	Explaining he's come to us. He knows the area and the car park and still willing to pay £450. Have already explained that may need to move from where allocated temporarily due to events. Said he'd come Saturday to discuss. To look into further

ENTRANCE SIGNS	KTH	Andy Louth offered to replace entrance signage. Needs some guidance as to sponsorship and exactly what is required on it. Prepared to put it up will need to know colour, badge etc. Small logo on to promote his business.
	TH	Can he provide us with mock up options to view? Need to take gate into consideration if thinking of moving sign to other side.
	AW	What about signage at back?
	KTH	Discussing that with builders. Hot water system – Andy Louth going to look at the hot water system too. Its on all the time, that's why we're burning gas.
HOT WATER	KTH	Burning gas 24/7. Needs to be on timer. Paying gas for nothing. Doesn't need to be on when building is empty.
	IS	Just turn them all off then?
	TH	Gas is much lower than electric. IS to sort.
	All	Agree good to get AL to look at.
OPENING TIMES	KTH	Suggestion following first walk in rugby, maybe open club? Ladies team here Wednesdays too. Decent amount of people around. Maybe open bar 8pm till 10pm?
	LB/KD	12 here Wednesday. Looking for 15 next week. Much more sociable.
	WT/KTH	Should trial for couple weeks, put on forum, see how it goes, look at numbers. Already open Friday, Saturday, Sunday – look to open Wednesday too, ask either Andy Coxhill or Jayne. Can always shut again if not successful?
	TH	Ask volunteer to staff the bar. Depends how much profitability comes out of opening.
	LB	Only 2 hours pay?
	IW	Have to pay staff not volunteer.
	TH	Well maybe Jayne as she's still furloughed, rather than pay other staff?
	WT	Furlough has to be voluntary. Have to be asked not told.
	TH	Was trying to get some figures for 3 days a week opening recently. How its impacted bar staff and profitability. Question when we move to end of furlough, where are we in terms of rugby to what's our future employment going to be?
	LB	Only one employed staff which is Jayne? Are others on zero hours?
	TH	Yes, 4 or 5 others. Should we be continuing after furlough? Is it right to continue furlough? What impact for future? Sky and BT starting to charge again but approx. £6,000 per year between two. Find right balance, mid week football could attract but not if we don't keep Sky.
	AW/KTH	Should be reducing because some sports moving to BBC. Most rugby on BT though.
	KTH	Question from Jayne re Designated Premises Supervisor (DSP). You currently own the Licence don't you TH?
	TH	My name is on Licence. Jayne is DSP. Doesn't have to be renewed now like previous.
	KTH	So, if Jayne not here, who is in charge? Does he need to be a designated person?
	TH	Jayne to appoint her deputy. Does she not have one anyway?
LB/KTH/ IW	Need to know that we're legally covered. Someone to look into	
AW/KD	Need to publicise opening, get some posters around etc for Wednesdays	

WORKING GROUPS	KTH/LB/ KD	Sent email earlier this week re groups set up to look at activities such as, social media group, inhouse improvements etc. People have stepped up need applauding. Tremendous number of people have worked specifically. Steve Marrow done amazing lots of feedback and lots of hits. Gus with posters going out every day – one for every team, gin festival, quiz etc. Nearly 600 followers on facebook, 100 on Instagram (only set up 3 days ago). Had some walk ins due to advertising too.
	KTH/IW	Hoping to invite admins for each group to Committee meeting and provide/receive feedback? Explain little about what they've done. Need them to let us know. Probably 5/6 people who not all sure that they'd be invited. Is everyone ok with that? Nearly 30 volunteers within groups all putting lot time and effort in.
	All	Agree
	KTH	I have inhouse improvement. IS do you have joblist? Will be things can't help with and others not on your list, but only way to get stuff done.
	CS/IS	In progress, will send by email by weekend
ANY OTHER BUSINESS		Rugby tots
	LB/IW	Ryan Jennings taken over U7s but had few 6s and 5s too. Looking at doing rugby tots/rats between sort of 2 and 5 years age. Soft toys/keeping active for an hour. Just introducing them to rugby. Welcome them in hope they stay through minis & juniors. Sarah Marrow offered to help and Louise Mahaffey with Robbo. Maybe Saturday morning? Obviously parents will be here too, may stay?
	KTH	New 350 house development just across the road. Massive market, need to be their local pub.
		Potential U10s sponsor
	LB	Had query off Mark Ward – has potential sponsor of junior kit, he has U10s. 24 man squad, regularly gets 18-20 so sponsorship of a kit and probably pitch side banner -just looking at figures to do that with.
	WT/KTH/ IW	Sounds good. Have sponsor for new banners/high flags. Look great on match days, have seen at other clubs and easily recognise what pitch we're on.
	LB	TH how much for a junior kit?
	TH/CS	Depends on O'Neills. Last kit was £750 (ish) for 24 shirts but Tribal
	LB/IW	So do sponsor for kit at £500/600 (ish) - cost club only £200. Will look into full kit from there – lots people bought online already.
		BT details
	LB	Can we have BT details for @aldwinians.co.uk emails? Currently free but to go elsewhere costs.
	TH	Will have to check passwords and revert back.
		Jayne Ganley
	LB	Still not on 100% wage but putting long hours in. Think she's good for club and we should be putting her back to 100%?
	TH	Can we afford 100%
LB/IW	Overheads approx. £2,500 (info that TH shared). Membership more than covers that. She needs to be valued. Long as we have it in the pot, no reason why we shouldn't.	
TH	Should be operated on based income generated by bar	
LB/IW	Only open 3 days a week though so not viable. Lots of employers topping up furlough to 100%. Had some good days recently and feel Jayne should benefit and be looked after. 14 hour days some days!	
TH	Lots of others not paying 100%. We're down to 70% for this month furlough, 60% for next. JG gets paid equivalent of normal monthly pay on Flexi for hours worked and think that's fair. Doesn't work all days so unsure she should receive full salary?	
LB/IW/ KD	Disagree. Ask to work Wednesdays too, in proportion not much more to top up to normal? Still maintains lines and goes cash and carry? Would really like to see her topped up to 100%. Is anyone against?	
TH	Disagree	

	IW/WT/L B	Particular skill to manage rugby club. Want to retain JG once everything back to normal. Think we should be treating her properly. Vote: Majority in favour of putting JG back to 100% salary with 5/4 (3 abstained). Time of your life donations
	CS	Someone wanted to donate from Time of Your Life, but not exactly sure how to use internet/crowdfunding. Already gave cheque which has been banked but said they may have more to come. Have told them they can call in club and leave it. Will be back in touch next year re function room etc. Letter that came from them cannot go on page as it contains personal info, but an acknowledgement of sorts should be done. BBQ funds
	KTH/TH/ CS	Discussion re funds raised for bbq. TH had raised issue of float given to KTH, costs for house repair work, questioned where the bbq funds were. KTH informed he had funds in own bank account and also had receipts for invoices paid to pass over.
RECENT EVENTS CONCERNING CURRENT TREASURER	TH	Nearly an hour in, don't feel should be discussing now. Want to rearrange, not been given priority this evening – meeting called at my request. Have important things to do.
	KTH	Apologies, other business to tend first and need to move on, have a club to run! Haven't been able to answer lots of questions recently, due to your absence.
	IW/LB	Not really necessary, plenty of time now. Appear to be postponing a lot?
	TH	Called meeting as result of letter sent to you ahead of last week's meeting.
	All	Confirmed have read.
	TH	<i>Circulated papers to Trustees to view.</i> Don't want any questions till end. Started with comments by RP as result of risk profile questionnaires for Paul (Lyons) (PL). Not happy with email correspondence from RP or comments on members forum. Nobody done more than WT and I for club over years. Was made aware of comments on members' forum and was amazed/disgusted was on Aldwinians based social media. Some comments I've read are totally unacceptable and misleading. Lot of people on forum who I don't recognise names of, so they can't know me or my standards, abilities, qualifications or length of time spent in banking; length of time in this job, not had conversations with me to find out. They have followed RP's lead. Have made point previously that Trustees should have own meetings to deal with key Trustee matters, didn't feel enough was being done or right approach being adopted with agendas with others present. As a result, sent various emails to WT - annoyed RP having a go and particularly, wasn't always informed meetings being recorded but feel RP made statements just to be minuted. Petition against me based on incorrect information. Have come tonight to answer questions raised in petition. RP not giving members on forum any other info, just that I'm not doing various things. Doesn't explain comprehensive amount of info provided during lockdown re handling low income levels, trying to keep overheads down; applying for grant applications; getting Sport England grant for £5,500; one which is still pending with Manchester Airport Group; negotiations with brewery, utility companies – everything I've been doing across lockdown provided to be handed out at meeting I didn't attend by CS. Whole raft of papers not dealt with on night, but WT said to take them away and look through.
		Part 1 - Bank statements Never been asked to produce bank statements. Never happened across 34 years in job. Always provided management accounts on quarterly basis (sometimes more often). Can be vouched for by any Committee member across period.

RECENT EVENTS CONCERNING CURRENT TREASURER		<p><i>Reads from emails, not completely clear who said what</i></p> <p>Told Chris Rushworth (CR) I would provide statements and arranged for CS to pass them on as I didn't attend and get CR to sign as receipt. CR not a Trustee or official so he signed to say they were for his eyes only.</p> <p>CR had said it was disappointing he couldn't share them. But I am a Trustee and have to keep confidentiality. CR didn't ask to show them to Trustees - it was to satisfy members who were potential sponsors in the wings and new members. It was for me to use this meeting tonight where I'm holding the Trustee meeting to do that. I have them here and am happy for you all to look at bank statements. But CR has bank statements now for his eyes only to satisfy donors and members, not Trustees which was why he was restricted to just his use. Am trying to explain what CR didn't understand why he couldn't pass them on to Trustees, that's for me to do.</p>
	LB/IW	Gave CS to give him letter and make him sign and afterwards told he can't show anyone. You weren't happy for CR to even show other Trustees our account details or statements but happy for him to show them to potential donors. That's the perception at the time (last week's meeting). Had assumed Trustees allowed to see them.
	TH	<p>No, you can see them tonight when I'd asked for meeting with only Trustees when I would let you have those. We were all appointed as Trustees in confidentiality and signed up to Charities Commission. CR not signed up to anything at present and not answered certain questions re Trading Company.</p> <p>Part 2 - Bounceback loan.</p> <p>RP quotes information that's not true. I left CS info for meeting which indicated the BBL had been applied for and been chased. I was informed it was slow and frustrating but in system. Seems to be lack of belief that I actually applied for it or info up to date? Exchange of emails with KTH, sent copies of all previous emails. RP saying he still wants this BBL email info which is totally incorrect. He's used that to put it on members' forum in petition saying that "Committee has asked, instructed to provide evidence that he on behalf of the club has applied for a government sponsored bounceback loan for £50,000." At that stage, it wouldn't be clear whether it was £50,000 – it was only up to £50,000.</p> <p>Have forwarded other chain of emails directly from Barclays man down in Chancery Lane in London who was trying to deal. Was out of my control. Are now at stage within just over week of all that info being processed and ready for final agreement to be signed. That has misled all those people on forum who seem to believe I'm not doing job properly.</p>
	LB	Heard discussions that email produced supposedly from Barclays didn't show valid email address, only website link? No name, just improper email address. Personally, have found getting info from you quite difficult. Pitchero took about 8 weeks. SM asked for BT details weeks ago copied me in. I'm using a gmail address for fundraising when I should have a president@aldwinians.co.uk, doesn't look particularly professional. Sharing and pooling information is extremely difficult with you
	TH	Not dealing with that, dealing with this petition, not other stuff.
	LB	Talking about perception to membership.
	IW	Was totally avoidable if you'd have come to meetings. In constitution of the Charity, we're allowed to have members attend any meetings so technically they were still Trustee meetings and you would have heard and could have provided info. Probably received petition through post because emails don't get replied to.
	KTH	Checked constitution and people, assume others have too and within members' rights to do exactly what they've done. Is outside Trustees' control.
	TH	No, before that stage, is dependent on whether you think petition was valid, based on answers I've given. Particularly, bounceback loan. Was top of list because all asking where we are, when will we get it, other clubs already have it. It was already going ahead and being managed (by me), reviewing remotely with sections of bank who are on various inboxes, files pending waiting to be done. I've proved from info shown they apologised for delays but is being used as main bone of contention. Was totally invalid and would have influenced lot of people. Wanted Trustee meetings, what we'd had recently weren't.
	IW	Shouldn't have got to this, you could have produced all info before tonight regards those 3 bullet points that were asked months ago. Bounceback loan applied for months ago, and personally know people who have received it within 48 hours. Have only proved in last 2 weeks, not last 3 months.

LB	<p>Really big question people want to know, is why no email address? Why just a website link in the from field? But in September, persons' name present in email?</p>
TH	<p>Was protecting a person's name earlier, another person in Barclays network by not providing you with their name. We've made progress now so actively doing things so person's name present.</p> <p>Part 3 – Sole Account Holder</p> <p>I'm not. Have not been denying access to bank accounts. All information was always there and regular financial info been provided, probably more than most clubs.</p> <p>Addresses on utility bills – not sure who/where that info came from. Only statement I've provided with home address on was bank statement to CR. No statement come to home address, all online (and print if needed) just technically appeared to come to my home address. This is a non-request. Could change to club address but would never come via post as all online, so irrelevant. Not sure where comment comes from as most other utility and general invoices are in club address and most accessible online.</p> <p>I believe what I've said contradicts all assertions made in petition, but has already inflicted reputational damage, people formed impression which isn't correct and disgusting comments written about me on forum associated with Aldwinians towards a long serving member of club, with 34 years of his life (longer before rugby). Have seen list of people - am surprised to see one or two names on there. Quotes are insult to my wife too, she knows what I've given to the club but attempt to tarnish my good reputation.</p> <p>RP encouraged members to sign for membership in order to sign petition. Not particularly bad way to get people signed up, but obviously attracted some to do so. I have always wanted to try and get new sources of income into club, would be great if we can get packages that people prepared to buy.</p> <p>It was really disappointing that I thought RP needed to be spoken to and maybe even disciplined in what he's engineered in petition. He has stated he's tried to keep it impersonal but harm already done. Can't be impersonal when focussed on my name and position, could also harm club reputation.</p> <p>WT said RP was happy to discuss at next meeting (9 September) if I had docs to produce. I didn't feel WT had dealt with any comments I'd raised or feelings and also no response from WT by email.</p>
WT	<p>Not happy you gave me timescale to respond and if I didn't what would happen? I don't do facebook or any other. I felt comments on forum were disgraceful but got hold of RP and asked him to remove, which I believe he did immediately. You've talked down almost criticising regularly to me.</p>
TH	<p>No knowledge if he did but damage already done. Taking down not enough, has provoked people and next stage was not to come to meeting so Trustees could address.</p> <p>Have spoken to somebody with legal background. Complaints are addressed to Committee and Trustees so they should deal with that Petition based on whether they feel petition valid given my points raised. Letter sent to home address, not signed by any individual, not dated, came as email first then letter recorded delivery. Not sure why? Bullying tactic by RP. He has taken umbridge personally after me saying he needed to be reined in.</p> <p><i>Reads letter out received with petition.</i></p> <p>Everybody seen it too on forum.</p> <p>What sort of comment to lay at my door. No one more than me has wanted people to invest. I am probably one of main people who has attracted sponsorships over the years. The Petition goes from using "we" to "I" so assuming that author is RP. It was written by non Trustees and they've raised support for it. It would have been impossible for me to attend with all other non Trustees present. The petition is addressed to Committee ie the Trustees. I've provided my evidence this evening.</p> <p>Last part of the Petition, "We require an elected Deputy Treasurer to be formally appointed by an extraordinary GM." During email conversations with CR re Bottomline direct debits/bank accounts/mandates, he mentioned certain members holding off until transparency of accounts proved. Asked for last 3 months bank statements. Told me it was to reassure new members and also those wishing to donate.</p> <p>Discussed amounts in and out of bank account following Bottomline collections. Agreed to increase to 4 signatories.</p>

RECENT EVENTS CONCERNING CURRENT TREASURER		<p>Other part relates to Aldwinians Trading Company. Agreed that CR would be signatory.</p> <p>The request for Assistant Treasurer in RP's petition - Told CR in April, I welcomed his involvement to suggestions re brewery loan and membership. I agreed that 'my role is huge and as your involvement develops, no doubt you'll assist with charity/trading roles, hopefully to assume full Treasurer role in due course'.</p> <p>Dealt with 3 points in petition. Feel I've given answers to all points and Committee should now be assessing how valid petition is or was. Given all info of what was in place it is for you to consider whether petition would have influenced others who didn't know me or maybe not been involved in the club for more than few weeks, months.</p> <p>Feel petition not warranted. I know people who can't believe its happened. My non attendance that meeting had nothing to do with ignoring club, it needed to be Trustee only meeting (with exception of LB).</p> <p>I received a list of addresses and contact details of people who'd signed petition. Probably breaks GDPR. Now gone stage further. RP taken on himself to arrange members' General Meeting. I have received other documents sent to Trustees requesting that Trustees attend General meeting with sole resolution of removing Trevor Hulmes, as Trustee and Treasurer. Unsure whether any Trustees responded to this members' request?</p>
	KTH	Irrespective of background, members within their rights to call meeting. We have no control, in the constitution. They've consulted constitution and called meeting set for 14th October. That's your opportunity to present what you have this evening, assuming there will be a vote in that meeting, you can defend. Not within our roles as Trustees to stop the meeting.
	TH	No. I didn't miss Trustee meetings. We couldn't conduct Trustee business. Couldn't/haven't voted. Has all been motivated by one person and on forum too and RP is in control of forum. RP wrote petition and is making comments out of incorrect assumptions. General meeting is based on wrong info.
	LB/IW	<p>Non Trustees left (or logged out of Zoom) whilst Trustees voted, so were Trustee meetings. Votes taken place at meetings you weren't present. Were 2 votes last week. Non Trustees left room.</p> <p>Valid or not, can see membership's concerns. People requesting info and not getting it. Has been lots information through last 10 days, very commendable, but lot of silence prior. None of us can argue 30 years+ dedicated service, but you didn't attend to lay it to rest?</p> <p>RP cannot be held accountable for what other members write, although he did remove derogatory comments immediately once aware.</p> <p>How can you see list of names on forum if not a member of it? Agree were despicable comments, but that's social media. Wasn't very helpful to anybody though.</p>
	TH	Shouldn't have to defend. Also breaks our social media policy in different areas ones that we've actually pushed out to ourselves within our own club. Have given all info which contradicts points raised in petition, so you have to say whether or not petition was valid, make judgement whether you agree. Would make big difference if petition was invalid. Not happy certain things not done, will affect meeting.
	KTH	Not within our gift as Trustees to stop the meeting, either way, meeting will still proceed. Members have right to call meeting.
	IW/LB	Regardless of petition, membership will still proceed with General Meeting. Do we need to vote?
	TH	Vote whether petition to Committee was valid to start with against all info I've given tonight. You have to assess how you handle their request of sole resolution of removing me as Trustee and Treasurer. Up to you to decide, conflict of interest if I'm there. Using non attendance of meeting on 9 September as driver for petition and General Meeting. Was advised by legal advisor not to attend. Asked for Trustees only meeting this evening to justify why and would only do that with Trustees present. My responsiveness as Treasurer has never been queried at any stage in 34 years, up until now. Never at any AGM or other meeting. Everything up to date tonight, including bounceback loan, have provided in in emails.
	LB/IW	If membership are asking, aren't we duty bound to conform? We're acting in best interest of members. Maybe Committee meetings where proposed job descriptions, seconds in command etc? Has never happened. RP and couple of others are members and have attended meetings and seen lack of response. We're a member run club, not Trustee run club. Members biggest asset and need to represent them.

RECENT EVENTS CONCERNING CURRENT TREASURER	WT	I came back after illness, inundated - what's going on? What's the hold up? Membership - people are willing to pay but refused to pay. Who decided we'd buy awful till system? Can't be one single person's decision. Should have been put to JG/me as Bar Chairman, the people who actually use it. Who negotiated and signed solely for brewery loan? £110,000 debt? You weren't here to negotiate with people to either agree/disagree. These should be done with minimum two signatories. More care should have been taken.
	TH	Had loans for 20+ years. Marstons took it over.
	WT	Non payment of people who were owed money from previous system, still haven't been paid. Credits never credited to cards. People were told they would be. Nearly 2 years ago, they haven't received refunds and feel cheated.
	TH	Points are on system, just need to be converted and allocated. Think you need to identify and put their minds at rest.
	IW	Always conversations re points from previous system, takes away confidence. Agree with WT. 9 Trustees (to my knowledge) all have equal say. Shouldn't be that way, should be transparent for us all because we represent the membership.
	KTH	Can't fight perception. If we say no, you can't have meeting, club's finished and so are we. Opportunity to defend is to attend the meeting on 14 October.
	TH	Was surprised to see one name on petition. Rang him and he said he was told by a member that the club wanted to ensure more information flowed in – said he only scanned it and didn't read it properly, so people were encouraged to sign that petition without having full facts. He didn't believe the contents when I read it to him.
	LB/IW	Anyone who signed petition without reading is responsible, not RP or any members. Only same as what happened to CR with bank statements. No argument to be had. 88 members signed petition. Need 10% of the membership (or 20) so 80% of those signed would need to have not understood. Membership still have enough to proceed.
	WT	They have a right to their meeting and challenge it as you must. Don't have any power over it. Was merely letting us know their intentions.
	IW	Do you want us to vote TH?
	WT	No point, have no power over it.
	TH	Do you agree I've given valid points? Make a decision whether I've given right level of responses.
	LB	So, these 3 points? Bounceback – I can see probs with it because it didn't have valid email address. Can understand people's concerns. End July, you said you'd made some chase up calls, come September we've got daily info. Second one – utility bills – all bills and statements have club address on?
	TH	All utility do. Only bank statement has home address but is irrelevant.
	LB	Obviously not to members. It's about members' perception.
	KTH	Have made your point to Committee, but need to convince membership.
	LB	3rd point – 3 months of statements
	TH	Have answered – never asked to provide any.
	KTH	From a personal perspective, if we try and stop the meeting on 14th October, we are in serious bother as a group of Trustees.
	LB	As a club!
KTH	Consequently way you've answered questions today, you need to present to those present on 14th October. Don't need to persuade us, need to persuade the membership. About 40% of the current membership have signed petition.	
TG	Is it easier to sit with Bob and discuss?	

RECENT EVENTS CONCERNING CURRENT TREASURER	TH	No. Club doesn't want me into new year and I quite accept that. When we set this Charity changeover was always going to be 2022. Would have been 2021 originally which was reasonable time from when we set it up as cross over. Things have to be done (ie day to day financial management) and I can't leave them, am not shirking my responsibilities in doing that whilst this is sorted out, then probably won't go on anyway.
	KTH	So, have phased transfer with timescales attached to it and say you will be stepping down at some stage? Succession plan, can't just drop the ball – CR if he will pick up. Worth putting plan in place that says over next period of time being 3 months or whatever as a handover?
	TH	In previous conversations with CR, it was accepted that he had membership to deal with and there was brewery loan. Also getting involved with trading company and charity once he'd got those done. Steady change. I had already acknowledged that in April, so in advance to appointing Deputy Treasurer – had already agreed for that route back then.
	KTH	So remove all division and accusations if we have timetabled phased handover from you to Chris with an end date? Present back to members and say you don't need meeting on 14th October, TH will be stepping down at some stage, CR taking over and currently handing over.
	TH	Not stepping down, retiring! Have trading company meetings and things need to be done to get that in place. Question is being removed as a Director of that means right over to you. Don't propose to ever be operational start director of trading company. Was due to be another meeting tonight.
	KTH	Can do that bit quite quickly. Trading Company not really kicked off yet has it? You've had your first meeting couple of weeks ago. But if CR has time, something he can step straight in? Still at early stage. Off top of your head, have you a timescale?
	TH	Well there was due to be another one tonight. As result of what's happening, I'll look and assess what sort of timescale. Not sure till I make judgement on what needs to be done and liaise with CR.
	AW	Can we sort at end of financial year?
	KTH	No, that's next year. For clarity, can we say you're stepping down as Charity Treasurer over a period of time and CR will step in? And you'll give us a date for that will you?
	TH	Not stepping down, retiring. Yes, I'll look at things. Lots of things am not happy about and things really need looking at because they shouldn't have been able to unfold like this. Will prob be couple weeks until after I've had next trading meeting. Charity is easier because of membership, but trading is day to day so need to ensure in place.
	LB/WT	Think membership will still want meeting? Unlikely to just walk away at this point.
	LB	Would you be willing to step down as Treasurer and shadow CR if we sort of retire now, CR comes in and then handover in time?
	TH	No. Not exactly.
	LB	Why not? If CR happy to take on, couldn't you be shadow Treasurer for a period? They will push this meeting 100%.
	TH	Will think about it. Will have to assess way I feel it should be done as Treasurer. Don't particularly want to continue.
	WT	Fair enough, he's a free agent Trevor to, there is a month. TH lets me and you just take a walk after 50 years each?
KTH	When do you think you'll be able to let us know?	
TH	2 weeks.	

Next meeting: 19:30 30 September
 Transcribed by Y McGuire 22/09/2020
 Trustee amends incorporated 29/09/2020