

MINUTES Committee meeting held via Zoom

Monday 25 September 2023

Present: Kim Pennelegion (KP); Jon Garner (JG); Philippa Sondheimer (PSon), Julian

Sondheimer (JSon); Penny Senior (PSen); Katherine Greenhead (KG); Jane Day (JDy); Patsy Lamb (PL); Emma Baker-Gaunt (EBG), Tim Grice (TG), Jim

Dawson (JDw), Marian Lovell (ML)

Apologies: Antony Constantinidi (AC); Ange Scott (AS); Alastair Watson (AW); Kaitlyn

Noble (KN)

JG thanked the outgoing committee for all their support and welcomed the new committee members.

- 1. Minutes of last meeting Approved and adopted
- 2. Update on Action list –

ACTIONS FROM 31/10/22 meeting:	
Boat House Management Committee KP/JG to meet to discuss boards/displays	Work in progress, KP currently creating signage (for gym, club room plus Fire Evacuation). Following AGM, all the photoboards (including the updated First Aiders) will be updated. Action: AW, KN, EBG – to provide
	jpeg images for the Committee noticeboard. (Please email them to KP)
ACTIONS FROM 30/01/23 meeting:	
Calendar of events	Work in progress.
ACTIONS FROM 20/03/23 meeting	
Safety Minerva/investigation to determine whether Minerva has a defib for emergency use	JG to liaise with Maggie Cook/MIN No reply from MIN yet, JG will check on site at Minerva (and whether accessible to us).
ACTIONS FROM 24/4/23 meeting	
Finances Club insurances – cover provided for volunteers	JSon/TG to explore further TG – has talked to underwriters at British Rowing, both TG/JSon believe we are covered (all event or activity that are affiliated, any helpers/volunteers are covered.) It is a good idea to not give non- rowing volunteers roles that require technical knowledge.



	Re Midsummer Madness-type event, volunteers should be covered under
	the normal principles of our club insurances.
	TG would encourage everyone to join BR, the insurance cover is very generouse.
	JG confirmed that BR is still reviewing membership categories and costs.
ACTIONS FROM 12/6/23 meeting	
PSon has provided info re installation of additional sockets on outside of boathouse.	Work in progress – Chris Roach to install prior to Avon Bluefriars, hopeful that this will be completed before ABH.
Membership categories	JG/Pson/GRI Co-ord to meet and work out system Ongoing We need to find a new GRI Co-ordinator. JDy confirmed that she has spoken to both Abbie R and Thomas W-S and has had some feedback from AR about potential updates. AR has some very good ideas for the
	website, JDy to progress with AR. Action: JDy to progress website with
	website, JDy to progress with AR.
ACTIONS FROM 31/7/23 meeting	website, JDy to progress with AR. Action: JDy to progress website with ARees
Rowing tank PSon/PSen/Russell to progress feasibility study	website, JDy to progress with AR. Action: JDy to progress website with
Rowing tank PSon/PSen/Russell to progress feasibility study Mailchimp KP to organise session, preferably recorded, for coordinators. Will be useful for co-ordination of Social	website, JDy to progress with AR. Action: JDy to progress website with ARees Will progress that, long-term action.
Rowing tank PSon/PSen/Russell to progress feasibility study Mailchimp KP to organise session, preferably recorded, for co-	website, JDy to progress with AR. Action: JDy to progress website with ARees Will progress that, long-term action. Take off actions.



	An alternative suggestion proposed was to instal dummy cameras as a cheap and simple deterrent option.
	Action: JG to liaise with BMG and report back.
Trailer JG/PSen to discuss trailer/CoB once repair costs known	Still have not had bill for trailer, this information is needed before able to determine whether to speak to CoB.
Emergency evacuation procedure	
JG to include emergency evacuation procedure in RNs	Action: JG to put into RNs
BAR 2024 proposal (2-day event)	
PSon to create a survey and send out to local clubs to gauge interest and explore all aspects of a 2 nd day for masters/novice/open events	Not immediately urgent; to be discussed at the next Co-ordinator' meeting.

^{*} Actions highlighted in grey have been completed

3. Reports

Captains - Report circulated prior to the meeting, see below.

Coaching was the main discussion point following JG's proposal that the club allocates £15k for this coming year for coaching costs (including GRI instructor costs). AC had provided feedback prior to the meeting; he is supportive up to a maximum of £15k, this to be reviewed at the end of the year (not an automatic ongoing cost for the club). JSon had been concerned that the proposal was for a £15k pa, ongoing cost, was relieved by AC's comment. The newly agreed subscription rates had not taken into account this commitment (had assumed £2k towards coaching costs), JSon concerned that committing to £15k would leave the club with little headroom for creating a fund for new boats/repairs etc. In JG's view, the long-term solution is to grow our club membership – we have the fleet and facilities that will accommodate additional membership, coaching will be one way to support that growth. PSon would like a robust plan to increase membership and not base it purely on the coaching provision.

There was anecdotal evidence from both TG and JDy regarding membership enquiries and the importance of coaching as an incentive to join the club. All in agreement that the coaching received to date from \$Brown has been hugely positive and he is a good fit with the club, although noted that weekly coaching will not give enough time for squad members to practice the newly acquired skills from a coached session. In the short-term, \$B needs to see all of the crews and then a decision can be made regarding frequency/need.

From a coaching/coxing point of view, SB's input has added value to those within the squads that carry out these roles. Lots has been learnt already and will build up self-sufficiency within the squads. A lot of the committee volunteer their time willingly, this coaching provision is motivational and gives a sense of getting something back, personally, from the club.

JG would like to go ahead with the proposal and understands all the caveats and concerns. The coaching provision/costs would be reviewed regularly at the Coordinators' meetings. JG stressed that we are are not signing a contract to commit to a year, SB is very relaxed to take this arrangement week-by-week.

All happy to go ahead and give it a go.



Men - Nothing to report.

TG is feeling optimistic about the men's squad; the coaching has been incredibly helpful and new individuals are coming into the squad.

Women - Nothing to report.

Noted that we have lost a couple of valuable members who have gone back to Minerva which is v disappointing.

Social rowing -

Hoping that more social rowers can be encouraged to do some exciting things that are different from our river. JG would like to see the club being more adventurous, perhaps it is possible to do this with Minerva or Bristol Ariel.

The social rowing squad are getting ready for providing the catering for ABH.

Beginners (Adults) -

The current LTR course is going to continue until the end of October, at that point a decision will need to be made about the best course for those individuals.

Juniors -

There are a few new members within the Juniors; at the moment there are sufficient coaches available to assist. PSen is trying to sort out a capsize drill.

Go Row Indoor -

We do not currently have a GRI co-ordinator, TG/JDy to speak to the squads to see if anyone is interested. PSen will ask GW-S to draft a job description for this role (it is predominantly an administrative/advertising/marketing role), JG to then include this in RNs.

Action: PSen to liaise with GW-S re job description for GRI co-ordinator role TG/JDy to ask squad members for interest in taking on this role JG to include job description in RNs

We will continue running GRI until we have explored all options to make this a financially viable offering.

BSU co-ordinator -

JG will meet with KN on Friday 29 September.



4. Boathouse Management Committee

JG will speak to AC and AW regarding who will manage the BMG and report back to the committee.

Action: JG to liaise with AW and AC re BMG role

Solar panels were discussed as a potential long-term solution to the energy costs. The initial quote is £40k, noted that there is a 10-15 year payback period (by which point technology may have changed and they need replacing). JG will speak to the BMG.

Thanks noted for all the help with the new pontoon. There is a little more to do to complete this pontoon and there will be some temporary repairs made to the upstream pontoon before the ABH. Due to the pontoon lost in the flood earlier in the year, our insurance excess has increased from £500 to £1500 in case of floods.

SB is keen that we use the swingulator, the floor needs to be repaired. Work in progress.

5. Welfare

Nothing to report.

6. Safety Report

Nothing notable in the last few weeks

7. Events

Avon Bluefriars Head (7 October 23) – We have had a very good entry, 200+ boats (15-20 boats more than last year), including a lot of new clubs. It is proving difficult to get enough volunteers sign up to support the event. One suggestion has been to reduce the numbers of volunteers on the timing teams. PSen will review the helpers spreadsheet and identify juniors/parents that she can ask to help.

Social rowing members are organising catering and staffing, that is incredibly useful. A well run catering stand – we're v good at that.

We are part of the BROE day-pass trial.

Avon Autumn Head – Fergus is leading on this, arrangements are in hand (including CART licence). JDy is doing the entries, this event will be trialling the day-pass.

Avon Spring Head - Nothing to report

Other events - At AGM, discussion having 50th anniversary celebration. JDy has had some thoughts on that, we need to find a suitable venue. It would be good to see if others can help with organising this. JDw has suggested the use of the club-house, potentially using external caterers.



8. Membership & Subs

Membership - Report circulated prior to the meeting, see below. Nothing to add.

KG to go through the list and confirm the status for the LTR/Development squad. Most should have signed up.

Action: KG to review the membership list and confirm status

Membership subscription rate increase – a bulk upload feature exists, this may be helpful although would be useful to test on a number of committee members in the first instance. KP has offered help if manual updates need to be made.

New members & Leavers - Report circulated prior to meeting, see below. Nothing to add.

9. **Finances** – Report circulated prior to the meeting, see below.

Outstanding dosh is well under control. JSon has reclaimed gift aid for the last 3 years, this amounts to just over £1k. No news yet about the Bath Uni collision and no confirmation as yet to the trailer repair. JG will be taking the smaller trailer in for a service, this may prompt an invoice for the larger repair.

Discussion regarding rent increases for both Canoe Avon and the Dragons. Proposal that both clubs are increased by the same amount, 5.5% - this is the same increase as other clubs on site and can be easily justified. Hopefully this increase will last 5 years, it is linked with what we pay to BMG. All in agreement that the increase of 5.5% will start in April 2024.

At the AGM, the subs increase was agreed, effective April 2024. JG to include in RNs, plus confirmation of committee and event committee membership.

Action: JG to include Subs increase plus committee memberships in RNs

10. Equality, Diversity and Inclusion

PL will arrange a meeting in the near future and will include EBG and TG.

KP and JG attended a sports day in Bristol for visual impairment, hopefully we will get contact from this in the future. We are also being promoted at an MS Living Well event this coming weekend. PL hopeful we will be able to get the adaptive rowing programme up and running next spring.

11. **AOB**

"Operation Christmas Child" – shoe-box appeal with a deadline mid-November.

Action: JG to include information in RNs

'River Blitz' citizen science programme is currently underway, checking for pollution in our rivers. This is a voluntary project to help enact change, challenging current environmental policies. PSon will provide more information at the next meeting. If individuals take part and we will then have accurate information about the state of our waters, this will help us encourage boat cleaning etc after outings etc

Action: PSon to find out more details about the River Blitz project



ML currently sorting out 3 DBS checks for vulnerable adult.

Riggers from Abi Shears are going back to Janousek.

JG currently chasing Janousek for date for the new single (anticipated October 2023).

Date of next meeting: 6 November 2023, 7.45pm



CAPTAIN'S REPORT

Just a few quick points from me for the meeting this evening.

Thanks to Kim for all the work she did to get the AGM prepared. It's a lot of work and much appreciated.

It's great to so see many new adult and junior members joining the club. That's the result of all the effort which Katherine, Jane, Penny and many many helpers have put in to the LTR programs over the summer. Well done.

Finnola Stratton came a superb 5th in the A Final of W1x representing GB at the European U23 Championships at Krefeld in Germany

Congratulations to our winners at Gloucester Masters & Juniors Regatta on Saturday. WC 4x- Kath, Hannah, Angela, Sal. WC 2x Hannah, Sal. OE 1x Andy. OG 1x Russell.

Future dates

Sunday 1st October - Canoe Club Hasler Races. River closed from 10am Saturday 7th October - ABH - Cakes & Helpers needed!
Saturday 18th November - AAH
Saturday 2nd December - UBBC Head
Coaching course at ACRC 25th & 26th Nov, 9th & 10th Dec

Coaching

I'd like to discuss coaching & propose that the club spends £15,000 in the 23/24 year to provide paid coaching. This money would be spent under the direction of me & the squad co-ordinators, with reports back to the committee. The objectives would be to:

- Develop a consistent rowing style at ACRC consistent with BR recommended technique
- Support the development of all coaches & trainee coaches at ACRC through discussion, mentoring & shared knowledge
- Provide access to regular coaching for all ACRC adult members who wish it irrespective of current skills or aspirations.
- Support the club's ability to attract & retain new adult rowers & give them a clear pathway to progress their skills

Over time to raise the competitive level of all ACRC crews which choose to race.

As a benchmark, 35 new retained adult members (= 30% growth) would pay for the coaching. That's significant but achievable over a 1-2 year time frame. Also, for comparison, we're talking about the same investment as a top end Stampfli 2x or a basic Janousek 4x. We've spent significantly more than that on equipment in each of the last few years.

Also related is that 6 rowing establishments in WAGS out of 14 respondees to the recent BR Club Survey use paid coaches and nationally 78 respondees or 43% (although I suspect this is skewed by low response rate). It is the way the sport is progressing I believe & consistent with other sports.

We are also fortunate that Penny & previous club committees have built up an excellent fleet of boats that really doesn't need significant money spent on it this year, so we have the scope to develop different aspects of the club. Spending money on coaching actually benefits far more members & more equitably than a new boat which is restricted to a small group by virtue of boat type & size. As a rowing club we



should be providing good facilities, equipment and training for all members - over the last 10 years we've done well in the first 2 areas & now is the time to focus on the skill part...

If this is approved then I will ask Si to continue to provide 4 hours coaching on each of Saturday and Sunday mornings. We will also support GRI coaching. Paid coaching opportunities to existing L2 club coaches will be available if anyone wants to take this up.

SOCIAL ROWING REPORT

Not much activity over the summer with people away at various times. **Getting back into action now**, including working on catering for Avon Bluefriars and organising Christmas Lunch. Also hoping that some of the current Dev Squad will join us.

Rowing Tour - Julian and I were the only members of Avon County on the BR/German Rowing Tour Fri/Sat/Sun 8/9/10 September on the Wannsee near Berlin. There were about 80 rowers, including parties of 20 from the Lea, 15 from Broxbourne etc. We were hosted by Berliner Ruder-Club who did us proud, lending boats, mapping routes and providing a Gala Dinner.

I feel that people really don't know about the RecRow activities on offer; there is a lot of info out there and many opportunities and our reporting back plus WhatsApp do not make for good marketing.

I am hoping that the advent of Mail Chimp will make it easier to raise some enthusiasm.

MEMBERSHIP & SUBS REPORT

Membership numbers Membership numbers

	Abbr	31 March 2023	31 July 2023	25 Sep 2023	Notes
E. II		0.4	107	110	
Full	F	96	106	113	
Full paying junior rate during lockdown	FJ	2	2	2	
Coach	С	2	2	3	
Non Rowing	N	5	5	5	
Donors	D	3	3	3	
GoRowIndoor	GRI	3	3	3	
GRI Coordinator	CGRI	1	1	1	
GRI, also doing Taster	GRI,T	1	0	0	
GRI, also doing LTR	GRI,LTR	5	0	0	
Student	S	2	1	1	



Vac student (paying)	VAC	3	4	4	Stratton, Bellova, Firman, Poettier
VacM (maybe maybe)	VACM	7	8	8	
Junior	J	41	39	43	
Taster	T	13	13	13	
LTR Taster + course	LTR	16	13	7	
Junior - family membership 1 parent	Jfam	5	7	5	
Junior - family membership 2 parents	Jfam2	0	0	2	
Bath Spa	В	27	0	0	
Non Bath Spa Leavers this FY	L	75	17	31	
Total exc all VAC, T, LTR (only), BSU		163	169	181	
Total exc all Vac, T and LTR (only)		190	169	181	

Commentary

Money – not yet showing in the bank as most of this month's joiners will start paying GCL in October but subs now coming in at over £40,000 for the year.

Full – lovely big crop of LTR people!

GRI – We agreed to discuss our GRI admin (signing up forms and membership payments and the transition from GRI to LTR to full membership) but have not done so. I think it would still be useful – for the issues see June report. It is tied in with the admin of members in general and whether we want amendments to the website. Our membership admin is a bit convoluted, as I discovered when I wrote it all out. **This topic needs attention.**

2 GRI members have switched to full membership. The GRI members listed are Osborne (might reappear), Stone (paid only July), and Woolley.

VACM - in the next FY, we will remove these.

Tasters – No-one should be listed as "Taster" by now so we need to know what has happened to:

Balasubra, Barr, Bentley, Cullen, Hall, Harrison, Howell, Kemmery, Kendall, Pearce, Styles, Taylor, Walker,

LTR – Similarly, no-one should now be listed as LTR. These people are:

Signed on Google but not on GCL – Allen, Hyttinen, Loader, MacDonald,

Not signed on Google – Horn/Pollard, Nania, Potter

Leavers – The committee has not met for 2 months so we can expect a lengthy J and L report. But it is disappointing to see squad members leaving; do we need some sort of exit survey?

GoCardless – Hurray – At last GCL is introducing a bulk update facility for subs packages so if the AGM votes to increase subs I do not have to plough through 181 subs records to implement it. Good!



JOINERS & LEAVERS	
Adult Rowing Joiners and Returners	
Emma Baker-Gaunt	ebakergaunt@gmail.com (paying)
Abi Shears	shearsa95@gmail.com (paying)
Chloe Penman	chloepenman123@hotmail.com (
paying)	
Kathy Derrick	<u>katherine20.derrick@gmail.com</u> (paying
) Cania Davia	- devie 240 @ l ()
Sonia Davis	sdavis310@aol.com (paying)
Paula Spiers Joss Williams	paula.spiers@outlook.com (paying)
Rosanna Blewett	jossw@hotmail.co.uk (paying) rosannablewett@gmail.com (from GRI
to full)	iosaimablewett@gmaii.com (nom Gitt
Sarah Loader	sarah_loader98@hotmail.co.uk
Ollie Macdonald	ollie mac@hotmail.co.uk
Steven Powlesland	Stevepowlesland@btinternet.com (from
GRI to full)	<u> stovopowiodiana o stintomoti.com</u> (mem
Ewa Poniecka-Hanscomb	ewaponiecka@gmail.com (paying)
Fleur Shackleton	fleurshackleton@hotmail.com (paying)
Ramy Abou Farha	ramyaboufarha@gmail.com (paying)
Rupert Stranks	r stranks@hotmail.com (paying)
Ben Allen	benallen7@hotmail.co.uk
Aune Tytti Katariina Hyttinen	tytti.hyttinen@hotmail.com
Bartosz Palyga	bartx@live.com (paying)
Chloe McGillan	chloe@steersmcgillaneves.co.uk
(paying)	
Sarah McGlynn	sarahlmcglynn@virginmedia.com
Abbey Brehme	abbey.brehme@googlemail.com
(paying)	
Vac memberships	
Tom Bennett	twbennett024@gmail.com
invited)	
Coach/Non-rowing memberships	
Molly Churchman	mollychurchman@gmail.com
GRI joiners (Non PAYG people)	
Hilary (Hils) Stone	welovehilly@gmail.com (SumUp 7 July,
invited to GCL for August onwards)	
Stefano Argerich	stefanoargerich@gmail.com (invited)
Ellie Donaghy	Ellie888@hotmail.co.uk (invited)
Jess Payne	<u>jessicaakaye@googlemail.com</u> (invited)
Cyril Babeev Junior Joiners and Returners	
Orin Bridge	Chris @ Bridge Boye on uk (poving)
Florence Searby	<u>Chris@BridgeBoys.co.uk</u> (paying) <u>sljeal@Yahoo.com</u> (paying)
George Searby	sljeal@Yahoo.com (paying)
Benjamin Bradford	beccydimery@hotmail.com (paying)
Benjamin Bradioid	beecyamici y @ notinan.com (paying)
Freya McManus	
damienmcmanus1511@icloud.com (paying	g)
Edward Ffooks	Haryzomirana@gmail.com (
paying)	<u>,</u>
Hanka Davidson	marcela.stewart@btinternet.com
paying)	
Tom Mortimer	lisa.mortimer@hotmail.com
Mia Purcell	maureenpurcell@hotmail.co.uk



Leavers (or joiners who never really happened)

Ella Showering

cancel August Janos Ball

& removed

Kath Dawson

removed

Imogen Gray

Danny Davis Sam Philpott

Elaine Hoyes

cancelled

Alistair Sertin

Rosie Capetti

Gleb Roman

Sep

Amy Pendry-Brazier

Imogen Clements

Shane Cameron

cancelled

Mark Neilan

Penny mail 1 Aug, too late to

mail to Penny 31 July, GCL cancelled

no mail, mandate cancelled,

no mail, mandate cancelled no mail, mandate cancelled

WhatsApp from Sal, 19 Aug

mail to Philippa, GCL sub/mandate

no mail, mandate cancelled

mail to Philippa, GCL sub cancelled

mail to Penny, GCL cancelled but not

no mail, mandate cancelled mail Penny, mandate cancelled

mail to Jon, mandate

mail to Kim, GCL sub cancelled

(NB People who leave temporarily are counted as left as they are not paying – they are not deleted from the spreadsheet)



FINANCIAL REPORT

	В				
Financial Report for Committe	e Meeting o	n l			
25 September 2023					
To be provided as a second	+ +				
	+				
		This	Previous		Change
I. BANK BALANCE		report	report		onunge
	Interest	(25/09/23)	(31/07/23)		
	rate				
Current account - General 1		40.069	31,451		8.61
AF Cash account		3,541	8,130		(4,58)
AF Gold account 2	2.50%	49,492	49,492		
Irgin Money account	1.35%	18,192	18,192		
otal in bank		111,294	107,265		4,02
General excludes subs standing order receipts since 0	9/09/23				
Includes £3,000 events working capital					
NTRIES/KIT/MISC DEBTS/(CREDITS)					
Salance 31/03/23 (after write-offs)		544	544		
lace fees		5,185	4,643		
(it & Misc		815	34		
redits this year		(4,997)	(3,715)		
otal Current Balance		1,547	1,506		. 4
2. MAJOR INCOME & EXPEND	ITURE ITEM	IS SINCE LAST	REPORT		
excluding normal routine items)			Amount		
ift Aid reclaim on donations Apr 2020 to Aug 202	3		1,048	income	
eposit on new Janousek 1x			1,248		
tepairs to Janousek 1x Sean Bathe-Taylor			636		
3. IMPENDING MAJOR EXPEN	IDITURE/INC	OME			
			Amount		
surance excess Bath Uni 4x repair			500		
railer repair			TBC		
I. FINANCIAL ISSUES					