

Glossopdale Harriers AGM; 17th Feb 2021 @ 19:30 via Microsoft Teams

Attendees (from those confirmed in advance and those online)

John Stephenson (Chair), Lucy Wasinski (minutes), Steve Knight, Steve Page, Vicki Hamilton, Paul Skuse, Mandy Beames, Jeroen Peters, Pete Wallroth, Josh Southall, Jamie Helmer, Rich Gwilt, Rebecca Ashworth, Julie Eyre, Neal Bann, Mark Davenport, Nick Ham, LUke Holme, Phil Swan, Elanor Swan, Caitlin Swan, Josie Swan, Sarah Roberts, Zoe Barton, Andrew Reuben, Lynne Taylor, Tim Budd, Kate Bowden, Ben Robertson, Bill Buckley, Emma Peters, Riccardo G, Guy Riddell, Sarah Leah, Laurie Barlow, Wyatt Barlow, Dan Stinton, Charlie Eaton, Jude Stansfield, Bartek Verde, Paul Peters, Jo Brack, Catherine Cleary, Rebecca Smith, Sean Phillips, Matt Crompton, Dan Ellingworth, Alison Holt, Rod Holt, Pete Tomlin, Andy Burnett, Wendy McMahon, Cheryl Stitt, Paul Stitt, Kate Bee, Immy Trinder, Wioleta W, John Pollard, Stevie Knowles, Caity Rice, Greg Wasinski, Christine Peters, Joe Bowker, Lins Palmer, Rachel Walton, Ian Crutchley, Stephen Hoon, Chris Smith, Ree O'Doherty, Lance Hamilton-Griffiths, Robin Hoffman, Adele

Apologies

David Chrystie Lowe, Frank Fielding, Julian Minshull, Dave Hogg, Paul Amos, John Ryan Preston - sent his best to all at GDH, Donna Brierley - Donna asked that I pass on that the Harriers has been a massive support over the last year and she has met some lovely friends. She also asked for her thanks to be passed to all the committee for the work they put in.

Chair presentation

Prior to the meeting starting, Jeroen Peters thanked John Stephenson for taking over the role as Chair and for his service to the club by being on the committee for so many years and giving up his time. John was "presented" with some artwork (by Paul Skuse) on behalf of the club.

Welcome

JS formally opened the meeting and welcomed the members to the first virtual AGM the club has held, with what has probably been record attendance of 80+ members!

JS invited Kate Bowden (welfare officer) to share some ground rules for the AGM. KB acknowledged that it had been a challenging year for the committee and members alike, and requested that everyone be understanding of each other and to use the "raise hand" function available on MS Teams if people wished to speak, and that people could use the "chat" function if they had questions, and that they would try to get as many queries answered on the night by the committee as possible. Any unanswered questions would be noted down and responded to at a later date.

Minutes of the last AGM

It was noted that Paul Skuse was elected as an ordinary member in 2020 but this was omitted from those minutes.

Chair Report (JS)

JS thanked everyone he has ever served with on the committee over the last 10y.
Please see appendix A for full chair report

Club Secretary Report (LW)

Please see appendix B for club secretary report

Treasurer report (SK)

Please see appendix C for treasurer report

Membership secretary report (VH)

Please see appendix D for full membership secretary report

Coach report (JP)

Please see appendix E for coach report

Captain(s) report**Race Directors report (Emma Rettig & Darren Clarke)**

Shelf Moor - Race cancelled due to COVID for 2020 and it had been suggested by one member we could do a time trial race in Sept when the usual club race would be run. Zoe Barton and Josh Southall recorded fastest times for 1st F and 1st M respectively. Frank Fielding was extraordinarily close 2nd M with age grading. Well done to all who took part.

Dan Stinton and Lance Hamilton Griffiths were thanked for volunteering to take over as co race directors for Shelf Moor going forwards.

Unlikely that the race will go ahead for 2021 as it could be damaging for the club reputation to have lots of people descending on Old Glossop. All agreed this was a sensible course of action.

Herod Farm - 2020 race didn't go ahead due to COVID lockdown, and 2021 will also be cancelled again due to COVID restrictions as wouldn't be appropriate to run this. Everyone is hopeful that the race can take place in 2022.

Welfare officers report (Kate Bowden & Ben Robertson)

The role of welfare officers has been new for the club for the past year, and was set up in accordance with EA requirements for clubs.

Undoubtedly has been a challenging 12 months; however there are specific tasks that the welfare officers are responsible for but because of the many COVID restrictions, the welfare officers have focussed on direct communications with club members. They have encouraged and kept in touch with members, and whilst have not had much involvement at an organisational level they hope to be more involved going forward in 2021.

The welfare officers hear concerns of club members and take suggestions forward to the committee to implement changes or take action where necessary. KB highlighted that if any club members are experiencing any other issues, then to know that both welfare officers are there for people. (contact details on committee page of website)

KB expressed their thanks to committee members.

It was highlighted that if any member is struggling to pay their membership fee then to speak to the membership secretary Vicki Hamilton about accessing a club hardship fund.

Election of officers/committee members

Voting was done via Teams by simple majority vote with all votes anonymous. MS forms was used due to problems with using the Polly add in due to the number of members attending the AGM.

Steve Page stepped down from the committee during the AGM, Wioleta W withdrew her interest during the AGM.

Chair

Alison Holt & Jeroen Peters stood for Chair.

Alison Holt was successful in her candidacy for Chair.

Ordinary members (6) - Matt Crompton, Zoe Barton, Guy Riddell, Vicki Hamilton, Jeroen Peters elected as ordinary members

Pete Davies was interested in being elected for ordinary member, but was unclear if he could be voted in in his absence. Rick Gwilt confirmed he didn't need to be present, so Pete Davies was elected as the final ordinary member.

Vicki Hamilton agreed to act as interim membership secretary and club secretary, with a new club secretary elected at a later date possibly at an EGM.

Election of club captains

Immy Trinder and Ian Crutchley had expressed interest in the role of captain prior to the AGM, and all at AGM keenly supported them so Immy Trinder elected as women's captain, and Ian Crutchley as men's captain.

Motions

1. submitted by Zoe Barton - A proposal that the role of female captain becomes a permanent one and that role should be undertaken by a female. Discussed and agreed that captains should be guaranteed to be elected yearly and this should be made constitutional. Motion passed.
2. Submitted by Alison Holt - Creation of a fully inclusive email circulation list for Glossopdale Harriers. Motion passed.

3. Submitted by Becky Ashworth - Creation and implementation of an effective club communications strategy and policy. This was a repeat of a motion submitted and passed in 2020 and an in-depth report of progress was given in the club secretary report. Motion passed.
4. Submitted by Caitlin and Elanor Swan - Junior Voting - members aged 12y and over to have full voting rights. Majority agreed, motion passed.

Awards and trophies

Spirit of John Hewitt Award

This was awarded to Ian Crutchley - all agreed he was a very worthy recipient.

Bombed Out Award

This was awarded to Paul Skuse for his exploits at Hit the Trail 2020

Skusey awards - Paul Skuse shared certificates for club members of personalised artwork for a range of awards from "The Grand Old Duke of York" award, to "Mojo Queen".

Any other business

None.

Meeting Closed.

Appendices

Appendix A - Chair's Report

Thank you to everyone who has taken the time to join the Glossopdale Harriers AGM this evening and particularly as it is my last one as chair.

No one can deny it has been an incredibly challenging year and I am fairly confident, when we met face to face at last year's AGM, none of us could foresee how much our lives would be impacted with the arrival of COVID-19. Everyone's story is different and everyone has had their own challenges to deal with. We don't always know about personal challenges others may be facing but for some, it will have been far more demanding than for others.

To quote a poem that has been circulating social medial networks; 'We are not all in the same boat. I heard that we are all in the same boat, but it's not like that. We are sailing in the same storm, but not in the same boat.' It's good to remember we are a great running club with a committee made up of people who kindly volunteer their time to ensure the running of our club. Please support them with good grace and constructive comments.

As Chair, I want you to know we have all done our very best this year. It may not be as much as we wanted to do, it may not be as much as we were tasked to do but rest assured, we have done our very best in what remains the most challenging circumstances most of us have ever had to live through. So many helped during lockdown 1 by dreaming up funny, tricky and wacky challenges to keep us all going. Will we ever see the likes of the carrier bag challenge again?

I'd like to say a huge thank you to the members who wrote the regular club reports. It was always informative and often very funny and really helped us keep up to date with what was going on in the club. I was very sad that we lost our long standing membership sec Alison Holt last year, especially in the circumstances of her resignation. We were fortunate that Vicki Hamilton volunteered to fulfil the role. I can tell you she has worked very hard in the last few months.

During 2020 we also put out a call to members for welfare officers, and we were very fortunate to have two excellent candidates step forward. Please welcome Kate Bowden and Ben Robertson.

I'd like to acknowledge what a great job Mandy has done with putting together the survey and particularly as Mandy is stepping down from the committee this year. I know Lucy will talk more about this but the survey is complete and ready to be shared with members. The topic was discussed at the pre-AGM meeting last Wednesday and the committee unanimously elected to delay sending the survey out to members a few days before the AGM and particularly as it would fall on the new committee to receive responses and analyse data, however, as a committee, we are confident that Mandy has done an excellent job of putting together the survey.

Finally I'd like to thank my fellow committee members and everyone in the club, it's been a privilege and an honour to be Chair of Glossopdale Harriers for nearly 3 years.

Appendix B - Club Secretary Report

So it's been an interesting 12 months since the last AGM and not sure one we'd ever have predicted! Think it's safe to say that whilst the year hasn't gone as expected, nonetheless lots of activities have happened and plenty of progress has been made with various aspects of the functioning of the club. John's covered all the amazing things that happened during the first lockdown, and suffice to say it was impressive how the club pulled together and got each other through some tough times! There were some firsts for the club that had been planned early last year that have had to go on the backburner for now such as the VJ shoe test event, and the Harrier kit event - hopefully the committee will be able to rearrange these for you at a later date.

I'll just briefly start by going through the motions that were submitted at the last AGM and give you an update on those. Steve Knight in his Treasurer report will update you on the finance/budget motions that were submitted. I'm sure some of you may recall that there was a motion agreed to improve Communications and update the website. So I'll just start with an update on the progress that we've made with this, whilst bearing in mind, it's been a challenging and difficult year for many, so we look forward to this work continuing on this over the next 12 months and further improvements being made.

Comms

It was clear to see there was no safe storage of committee documents that could be accessed by all the committee which makes it challenging to ensure people have up to date documents and clear records of decisions that have been made as some of the confusion over various versions of the constitution last year indicated. There was also an inconsistent approach to club communications.

So to this end, we set up a new club secretary and new treasurer gmail email account to be consistent with membership sec and this means we now have google drive storage for a safe repository of documents that will hopefully stand the test of time, and is tied to committee posts rather than individuals. It also enables others on the committee to view/edit docs via shared drive, and rather than sending out lots of different documents to the club that may get updated, the link to the document on the google drive can be shared (and updated if necessary) - as has been done for the Chair statements, agenda etc etc. Perhaps most importantly it means that when new people start on the committee it facilitates transition into the role and they have access to necessary documents and these aren't lost over the course of time.

Meeting minutes

In the interests of transparency this year, for the first time in some years, the minutes of committee meetings have been made available on the GDH website. Dan Stinton kindly set us a separate committee page up where the minutes of the meetings are filed. This will be continued for future meetings and when the minutes of this meeting have been completed these will be made available on the website too. The current constitution, committee roles and other necessary committee related documentation are also available for members to view on this page.

Ensuring key communications reach our members. Based on the motion we'd submitted last year, the committee agreed that in the short term before a comms plan was developed that key communications would be shared via FB, the yahoo email group and also be included in the weekly report so there was a record on the website and/or announcements would be included on the homepage itself (such as with the AGM). As such we started **Committee Corner** in the weekly report and have included topics in this when there are relevant updates.

In December the Yahoo email group that some members used as their predominant means of communication ceased to exist, Jeroen identified this in advance and contacted relevant members to ensure they were happy for their email addresses to be used by the committee; however as he did not receive responses from all, it has been hard to identify which club members rely on this as their main form of communication. This has actually presented us with the ideal opportunity to make some changes and identify a suitable replacement that works for all. To ensure that all bases have been covered and people find out about the AGM, temporarily this may have resulted in the duplication of some correspondence but we decided it was better for people to receive information twice rather than not at all.

The members' survey (which was another motion agreed at the last AGM) includes questions about members' preferences for communication so the committee can understand what club members want.

Website - a huge thank you to Dan Stinton who has made big improvements to the club website this year. He started doing this off his own back, tidying up inconsistent fonts and formatting, then helped us by including a new committee tab where you can find

names/photos and email addresses of relevant club contacts including the welfare officers for both club members, and for external people to use to contact the club. This ensures that there is a clear mechanism by which anyone can contact the GDH committee, even if they do not already know the committee member.

Dan has uploaded important club documentation such as meeting minutes, the COVID19 documentation etc. that Jereon and Andy Brack worked on, and perhaps most brilliantly he has spent hours (days no doubt!) and dug out lots of information about key club records and achievements and included all this on the website so that they are not lost over time. Thanks to all those of you who have delved into your archive and found some of this valuable info!

Not only all this, when any of the committee email Dan and ask for something to be included on the website, it's usually done before you've even logged off your emails! This really helps as we all feel it's essential to have an up to date club website where people can go to and know that the information there is current, and be able to be used to link to when directing members to documents etc. If you haven't looked recently I would suggest you do as there are now some great resources on there.

Ian C has also done amazing work digging out old race routes and running them, making GPS tracks, and route descriptions and you can now find info about these on our website too (please do read the notes of caution though as some of these routes are not suitable to be done now such as those that took place on closed roads!)

Instagram - it's great that the club has continued using additional social media methods for sharing nice updates and photos of club activities - thanks to Pete W and Emma R for doing this.

That pretty much covers the changes and improvements we've made to club communications and also highlights the areas where the committee will continue to make improvements.

Constitution Review

Another motion was for the constitution to be reviewed to bring some clarity to various changes that were made previously and ensure it's fit for purpose. Working drafts have been circulated by Pete several times over the 12 months which has given the committee opportunity to give feedback; however we are still waiting for feedback from everyone so we don't yet have a draft to be able to share. Some of the motions from this year may mean that updates to this draft will need to be made, ready for approval at an EGM or AGM.

Members Survey Update

The remaining motion from last year was about surveying members to find out what their running/racing/training interests are amongst other things, so that this can feed into the development of club activities and processes going forward. Mandy put in some great work over the year and it was agreed with a majority Committee vote that the incoming committee would take responsibility for publishing.

Club Champs

So i'm sure you all know by now, in spite of the continued lack of organised racing on the horizon, the Club Champs group have come up with an exciting challenge for virtual racing in 2021, offering something for everyone and making great use of all the investigatory work by Ian Crutchley over the last 12 months. This is all kicking off with the first challenge of the Glossop 5 in 2 weeks time! So time to dust off your racing shoes! You can find out all the information on the Club Champs section of the website.

EA affiliation and individual EA membership

One of the things that this year has highlighted is the benefits the club and its members get from EA membership. The great work that Andy Brack, our COVID officer and Jeroen did in planning our return to coaching was hugely helped by template documentation that EA provided clubs with. More latterly, as a result of having 50% of our members EA affiliated, we were able to apply for Club Run virtual giving us access to remote coaching from EA coaches. In normal times, this training would be face to face, and having taken part in the virtual offering doesn't stop us from applying for face to face sessions when they return. We only just hit the 50% mark enabling us to apply for this coaching, so I'd really urge people to consider EA affiliation when renewing their membership.

Appendix C - Treasurer's Report

Glossopdale Harriers Summary Accounts - 2019 Actuals, 2020 Actuals and 2021 Forecast

	2019 £'000s	2020 £'000s	2021 Forecast £'000s
INCOME			
Club membership	1.9	2.2	2.3
EA member payments	1.0	1.3	1.4
Race income - Herod Farm	0.3	-	-
Race income - Shelf Moor	0.3	-	-
Race income - Hadfield Dash	-	-	-
Kit sales	0.7	0.1	0.1
TOTAL INCOME	4.2	3.6	3.8
EXPENSE			
EA member payments	-1.0	-1.2	-1.3
EA club contribution	-0.5	-0.6	-0.6
EA & ARC Affiliation fees	-0.4	-0.4	-0.4
Fell relays	-0.7	-	-0.7
Other relays	-	-	-0.3
XC fees (net)	-0.1	-0.0	-0.2
Kit purchases	-0.6	-0.9	-
Annual prizes	-0.2	-	-0.2
Christmas social	-	-	-0.3
Summer swim social	-0.2	-	-0.2
Instructor training course	-	-0.2	-0.8
Running track project (2019 only)	-0.2	-	-
Other expenses	-0.1	-0.0	-0.1
TOTAL EXPENSE	-4.0	-3.3	-5.0
NET INCOME/EXPENSE	0.2	0.3	-1.2
Cash at bank	4.7	5.1	3.8
Net amounts due to/from	0.1	-0.0	0.0
Total closing position	4.8	5.1	3.8

Unsurprisingly 2020 has been a different year financially compared to 2019. Key items were either non-existent or significantly reduced, especially income from races and kit sales and reductions in outgoings for XC, fell relays and social events. Other main items have not been affected - e.g. membership income/expense along with athletic body affiliation fees. There was a 15% increase in membership income

from 2019 reflecting continued growth in membership numbers. Overall impact of all these changes is small net income for 2020 of £0.3k, very similar to 2019.

2021 Forecast

Also shown here is a 2021 forecast. We started a forecast for 2020 but due to Covid much of it changed. The 2021 forecast is based as far as possible on known amounts from prior year and current membership figures, but with one off expenses removed and others included where known.

The 3 main additional or increased items are inclusion of £300 for a Christmas social, £300 for other relays and provision for 5 additional running coach courses at £150 each.

We'll also be using results of the club survey to shape any changes in expenditure going forwards.

Financial governance

As a committee we've discussed the fact that we have a very healthy balance in the bank, and have agreed: a) To set a minimum level of £3k to be maintained in the bank - sufficient to cover at least 2 years with significantly reduced membership income but no major reduction in expenses.

b) That we'll manage the budget so that we aim to reduce to this level over the next 3-5 years.

c) This minimum level will be reviewed annually.

Appendix D - Membership Secretary Report

Membership Club Stats:

Current Year Analysis 2020	
82 Senior Female	
0 Female under 18	
9 Female under 16	
1 Female Tri Club	
92 Female	
141 Senior Male	
0 Male under 18	
11 Male under 16	
3 Male Tri Club	
155 Male	
247 Total	

Resignations:

Resignations 2020		
Number	Reason	Opportunity to Change
2 Club Members	Joined another club	Other club now primarily focus
3 Club Members	Moved away	Unable to access local runs
2 Club Members	No longer interested	Do not want to be in a club
6 Club Members	Not active	Not active/injuries/time constraints
1 Club Member	Unspecified	Personal reasons for not renewing
4 Club Members	Non Payment	No response to emails reminders
	Total	18 Resignations

2020 New Members: 5 new members joined the Harriers in 2020.

EA: EA announced they would be increasing fees by £1 per annum, raising the cost of EA membership to £16 (£11 with club subsidy) in 2020 but the proposed cost did not go ahead as planned and this was announced after GDH club subs have been paid. The Committee propose the £1 overpayment is removed from 2022 subs for those members who overpaid. EA have indicated the £1 increase will come into effect in April 2021 so subs have not been altered.

Storage of Membership Data: GDH Membership records are currently retained in a password protected Excel spreadsheet. It's been suggested we may benefit from considering a more effective platform to retain this data.

- Consider Club Membership software, which would be a small cost to the club
- Access to EAs membership portal, which is open to both EA and non EA members and is free.

Annual Subs: Membership £10 waged and £5 unwaged with EA £11

Appendix E - Coach Report

There is no need to remind all that this has been a strange year as we are all too aware. Instead, I want to focus on the positives.

It started really well, just after the previous AGM with the opening of the Glossop Running Track on Sunday 15th March. The opening was performed by Pro Running Team New Balance Manchester. Coach Steve Vernon brought two of his elite athletes, Jip Vastenburg and Jonny Mellor for the official opening. Unfortunately, only 1 club session using the track happened before the first lockdown. That was also the time of the inception of the "NOT" Coached Sessions, a weekly set to help motivate members to go out and continue some quality running sessions. Judging by the many comments on the club facebook page, and seeing many GDH members on the track, particularly on Tuesdays, were good indications of a sizable following for these weekly sets. The next, face-to-face session was not to take place until December. They could go ahead only thanks to the support of Andy Brack, GDH Covid Officer.

But looking forward, there is much to be positive about. The first thing, naturally, will be the re-start of the Coached Sessions, depending on when we will be allowed. Other things to look forward to are the EA virtual sessions that were secured by Lucy and Pete. I have also secured a commitment from Steve Vernon, coach of the New Balance Pro Team for a return to Glossop for some sessions on the track and possibly some kind of workshop.

And finally some really good news. Charmayne was due to start her EA Leadership course when the first lockdown hit. After some time, EA put the course online with having to submit some video evidence of a practical session. Although she has not received her licence yet, she has received positive feedback and it is safe to assume she has passed. Other members have come forward to do the training and, together with the budget that includes funding for training more Leaders, I can finally see the core of a Coaching Team which should lead to an expanded offering of sessions for members.