

Annual General Meeting

August 14th, 2022

Chairmans Report

31st March 2021 - 31st March 2022



What an incredible year we have had! We've got so much to talk about and I am not sure we can do justice to all the work that has gone on over the past year in this report. My fellow colleagues have outlined in this report more detail as what they have been doing as well as the exciting plans we are putting in place for the future, but it's thanks to their commitment to the club that we are really starting to see some real momentum to move us forward.

We saw several members step down from the Committee including Pete Healey who has been instrumental in the development of our pitches, although Pete will no longer be part of the Management Committee he will continue to coach girls' rugby.

Dave "Bully" Bull has run our finances for many years, so with the election of Honorary Treasurer due for re-election, Dave has decided to step down from the role of Honorary Treasurer on the Management Committee and hand the mantle to a new Honorary Treasurer. Running the clubs' finances is not an easy task and we have to thank him for the time, commitment and energy that he has put into the club over so many years. Dave will continue to sit on the Management Committee and as a Director of the club.

We'd also like to extend our thanks to a few others who have stepped down including Georgina Coleman, Jason King and Gina Lamb for their contributions to the Management Committee.

I know we regularly receive questions about the number of Directors which currently stands at 5 (Adrian Bishop, David Bull, Mark Woodham, Nick Smith and Kev Watkins), but we continue to believe that the existing number is more than sufficient given we have such a strong Management Committee, and therefore we do not envisage increasing the number at this time.

We are all looking forward to a great AGM and hope that this report will give you the same sense of excitement that we all have that the club is strong and has a great future.

David Randall
Chairman Tewkesbury RFC



Finance Report

You will have the opportunity to ask further questions at the AGM regarding the accounts for the year ending 31st March 2022.

You may remember at the last AGM we talked about moving the accounts to a new accounts package called Xero. Unfortunately, this has taken a lot longer than we had anticipated to migrate as we identified a number of things that needed to be addressed before being able to put a completely new finance system in place and therefore the decision was made to delay until the new financial year. We will be talking more about this at the AGM.

Looking forward, a new “one” club financial budget for the next financial year will be created by the finance team of James Arnold, Sarah Cole (juniors) and Martin Thomas (rugby) with a view to having a much better understanding of cash flow across the course of the year. This will ensure we are much better placed to make important financial decisions.

Part of that process has been to discuss moving the year end to May so that our financial accounts run for a full season rather than stopping several months shy of the season ending.

Election Officers of the Club Honorary Treasurer

In line with our commitment to appoint the Chairman, Honorary Treasurer and Honorary Secretary positions on a rolling basis every 3 years the Honorary Treasurer role is due for appointment.

David Bull has confirmed his intention not to stand for re-election.

James Arnold has been proposed as Honorary Treasurer and seconded by Mark Woodham. James has been involved with the club for a number of years as a player and last year started coaching with our juniors. He also has a vast amount of financial management experience and will be instrumental in developing and maintaining the clubs’ finances/budget, as well as working with our accountants to put Xero accounting system into place.



Womens' Rugby

The 2021/22 squad was full of new faces following a recruitment drive and the women, together with coach Dan Hartnett-Morrish, worked really hard to grow as a team. The majority of the pack was made up of brand-new players who, with the support of some of our experienced players, worked their way up to contested scrummaging by the end of the season. It was a season of mixed results with 4 wins and 6 losses; however, this season was focused on building up the team and individual players. The women are excited for the 2022-23 season and hope to have a few new players on the way too.

Walking Rugby

Our Walking Rugby team have regularly been seeing between 10-12 from a pool of around 18 players attending weekly sessions. The team are always looking for more players and anyone who wants to extend their Rugby life and have a drink or two is welcome.

This year we played a home and away friendly with Newent Rugby and are due to play Longlevens a couple of times in August and a number of the fitter members are hoping to (have) taken part in the club touch tournament. We are also looking at some of the late summer walking rugby festivals.



Rugby Report

Martin Thomas
Director of Rugby

The start of the 2021/22 season saw us start back in Gloucester 2 North and following a players AGM saw the club with a desire to be league champions by the end of the season. A challenge you will have seen we were happy to rise to and ended up finishing runners up in the league at the end of the season.

We retained the services of Billy McGinty to ensure the coaching of players was kept to a very high standard which formed part of our strategy to Recruit and Retain player's strand. This strand of our new rugby strategy made me, as Director of Rugby, challenge both myself and the club as to how we could retain the players we had as well as attract new players to the club. This challenge saw the management committee ask me to put a budget together and then agree to a package for all playing members. The package included:-

- Level 3 Coaching for both Senior Men's teams;
- A trained HCP Physiotherapist to run a clinic on Tuesday evening and to be pitch side for 1st XV matches and a trained First aider available for 2nd XV matches;
- All paying members were provided with a training top, shorts and socks to ensure when arriving at matches we all wore the same kit;
- Loss on income insurance was taken out to ensure when players were injured we able to claim for loss of income;
- Beers for all players after all Home matches.

The strategy seem to galvanise the whole club and the numbers at training and available for games increased as the season went on including seeing quite a few new players arrive at the club and make a big difference.

The Transition strand of the new rugby strategy also played out into a successful Colts team being created made up of our Under 18s and Under 17s teams. This is the first time in a very long time this and happened at the club and the outcomes see a large number of the Under 18 colts transitioning to Senior Men's rugby for the 22/23 season. With more to come at the end of 22/23. My thanks goes out to the Colts coaches and players for their endless work to ensure this was achieved.



Sponsorship went from strength to strength with our main sponsor for Senior Men, BMW, remaining, along with BPS remaining as our sponsor for all Junior teams. We gained a new sponsor in CGT who were only to glad to become our new Colts team sponsors. We also had a number of companies want to help support becoming extra shirt sponsors and we thank the following companies for that: Barnwoods, Smiths, Roberts Limbrick, Porsche and Bowers Carpentry.

We gained sponsorship for 17 boards around the main pitch and once again our thanks goes to the following local companies for their support Warners, Thomson & Bancks, Roberts Hitchens, ACG, Engall Castle, Pro Bolt, Roberts Express Delivery, Amiosec, Firmfix, Cold Clad, Fab Shack, RP Motors, David Russo Personal Travel Agent, Smart Computers, v-Hub, Holberton & Co and Rajshahi Restaurant.

We are already on the lookout for more sponsors for the 22/23 season and have signed up 9 more board sponsors already. We are always on the lookout for sponsors so if you or anyone you know is interested please point them in my direction.

The actually rugby results for season were as follows:-

1st XV - 14 wins, 1 draw and only 5 losses. This also included 11 try bonus point and 4 losing bonus points. Losing out on being champions by 3 points. If only we could have beaten Stroud at home! Not to worry because the team had an amazing season and this means that start of the 2022/23 season will see the 1st XV start promoted into the Counties 3 Tribute Gloucestershire North league as they were runners up.

2nd XV – 3 wins and 11 losses. This meant that they finished 6th and remain in the very strong Gloucester and District 1 league for 22/23.

Thank you to all our members for their support through the season. There were many special moments in terms of support but none like the support we got against local rivals Bredon and I can only wish that we could get that sort of support for the guys every week. We look forward to seeing you all on the side-lines cheering us on in 22/23 and we hope to provide you with the reward of some great rugby and more success!

Ground Report

Martin Thomas
Director of Rugby

This year saw Tewkesbury RFC contact the RFU Ground Development team to come out and undertake a survey and assessment of our pitches.

The result was a request from the RFU to ensure we got hold of a grounds team who could develop a programme of works that included:-

Aeration and De-compaction- to aid better penetration of water, air and fertiliser straight to root zone to improve soil structure and rooting capacity. By use of a vertical tine machine on the surface at least twice a year any compaction would lessen, and deeper rooting of the grass plant would be possible.

Slitting - To improve the drainage and rainfall percolation rates through the soil profile the aeration and decompaction programme should be increased to include Slitting, although useful on its own, works in perfect partnership with any decompaction works that are to be undertaken. Overtime, the playing surface can become capped through use of machinery and play so slitting is the perfect answer to keep the top of the soil profile open and give access to those deeper tine holes. This will improve plant health and root growth through gaseous exchange and nutrient uptake.

Surface Grooming - Use of a combination grooming tool to brush the pitches prior to mowing would be desirable. As the growing season slows and cutting becomes less frequent if ground conditions are suitable weekly use of the surface slitter and brush attachments will help to improve surface drainage and air flow around the grass plant minimising the risk of disease and improving recovery.

Chain Harrowing - An economical but very effective way to repair the pitches after games have been played is to use a chain harrow. This piece of equipment will help to create a smooth surface without consolidation. It will also reduce weed grasses in the coverage and create a seed bed for over seeding.

Fertilising - A recommended fertiliser programme should be implemented, experience has shown that applications of a controlled release product in the spring once growth commences and again in autumn prior to the wet weather is best

Over seeding - Over seeding (with drill seeder) with the desired ryegrass sports seed mix

Top Dressing - An 80/20, sports sand/root zone mix can be used within the high wear areas for added binding strength, this can also be used to level any hollows within the training pitch. Vertical tine aeration as described previously. Brush the area to work the sand into the open tine holes.



Cutting - Pitches should be maintained at a height between 40-60 mm during the growing season and increased to between 45-75 mm during the autumn and winter months.

Following this we went out to a number of organisations and this resulted in us looking to work with our existing grass cutting service through Adrian Brookes who will be supported by a consultant Grame Balmer who was recommend by the RFU and will visit us on a number of occasions to ensure the grounds are kept in the best condition possible.

Lighting

We were thrilled to have received a grant from the High Sheriff of Gloucestershire foundation (Gloucestershire Community Foundation) for the purchase of two new mobile lighting units.

These new units will play a key role in the dark winter months to give us more opportunities to use the unlit areas. The new High Sheriff, Air Marshal Sir Dusty Miller KBE was so impressed with our bid that he came down to spend a morning with us to find out more about our work.

The Junior Pitch will also have their lighting poles heightened and will have new heads to again expand the lighting coverage of the pitch.



Ground Grants

We also received a grant from Enover Community Trust to install a bore hole that will provide a sustainable water source so that we can install an irrigation system on the pitches in the prime growing season between May and September.

The borehole will enable us to extract a small amount of water from approx. 10M of depth over the winter months for storage in a large water tank. Work is scheduled to start in the very near future.

Junior Rugby Report

Adrian Bishop (Junior Chairman)

The season kick-off event last September was welcomed by all. The fun fair and games were great fun for those that came down, so we certainly aim to run something similar at the start of the season.

The junior section continues to go well and attract new players with over 200 players affiliating to the club during the season. Our new U6 squad have done brilliantly well in their first season, but it proved challenging to attract players for U14 and U16 groups during the 21/22 season but we have been able to ensure the players we do have, have been able to join other teams to get some game time in, but all our other teams have really strong numbers.

Our coaches do an amazing job for us and without their support we just couldn't provide such a great rugby experience, so it is right for us to thank each and every one of them for their support and commitment to the club and to the boys and girls they train. We also welcomed several new "volunteers" to our Junior Committee with Karen Skelding and Carol Hannam taking on Fixtures, Charlotte Bishop who will be helping with the huge amount of admin and Kerri Cotton who will be helping with social events - they join existing committee members Bish, Sarah, Gill, Kirstie, Mark and Sue. It's great to have new faces but we'd also like to recognise and thank Georgina Coleman who stepped down from the Junior and Management committee for all her hard work during her tenure.

Colts

For the first time in many years Tewkesbury RFC were able to put out a Colts team in the GRFU development League and take part in approx. 20 games throughout the season. We had around 30 players taking part in training and games throughout the season, building their skills, sharing sessions with seniors and enhancing their game sense as they prepare for the transition to senior rugby. This culminated in a some fantastic performances at the end of the season against Cirencester, Berry Hill and Longlevens where the boys put into practice everything they had been developing and came away with some stunning results.



Under 11 Festival

It took several years but we finally got to host the Gloucestershire U11 Festival and what a celebration it was. With praise from other clubs as well as GRFU for our organisation of the whole day you can imagine how chuffed we all felt that the whole event had such a high level of excitement and enthusiasm from everyone. There are too many people to thank but a special thanks go out to our junior players who came down to help with parking and pitch organisation and to Billy and Liza for putting on a great spread that everyone tucked into!

Girls Rugby

We had a group of ten U18 and U15 players train at the Club. The girls have created a link with the Gloucester Hub which is a Barbarian team made up of mainly of players from Hucclecote, Old Richians and Tewkesbury. The girls have a good link with the women's team and train alongside them on a regular basis. Notable achievements this season Jorja making her senior debut for the Club, Leah getting selected for the Gloucester Hartpury academy (U18) and Madison representing the County at U15's. The U18's and U16's will continue to train at the club this season and continue build the link with the senior XV. We are ending the season this summer with a trip to Bavaria, Germany where the girls will be running introduction to rugby sessions at a local school.

Presentation Day

Again it's been a few years since our junior section have been able to celebrate their achievements with a Presentation Day – but this year the sun shone down on us and we were able to celebrate all the achievements from all our Tigers! It was really hard to single out players for awards as everyone had made a real effort during the season – these youngsters are our future and we are incredibly proud of them.



Clubhouse Report

The clubhouse drives our main income stream and therefore our business plan needs to reflect how we grow the finances of the club to both support rugby and provide the funds to pay the bills and carry out maintenance.

A Clubhouse sub-committee was set up with the focus on delivering great service to our members, but also to look at business development opportunities in terms of how we can utilise our facilities to generate more income e.g., use of clubhouse during the day, hire opportunities for events that don't impact the fundamental ethos of the club. This approach has enabled us to start making the improvements and changes that are so important for the future and for us to position ourselves as a real community hub.

Kerry and Teri have worked incredibly hard to put on a number of different in-house and private events during the year to generate income including Christmas Jumper Night, New Years' Eve, Band Nights, Six Nations as well as Summer and Autumn Internationals, Junior Presentation Day, End of Season Party, Senior Presentation.

Coupled with in-house events we've also hosted charity bike rides, Bromfest, Steam Rally and Austin Owners Club Rally as well as a number of parties and weddings (The transformation of the clubhouse into a lovely wedding venue is a credit to all the team). But we are also attracting businesses who are using our facilities for business meetings during the day and this is certainly something we will be looking to develop with local business.

Our bar team are a credit to us all and have all worked incredibly hard to make these events such a success.



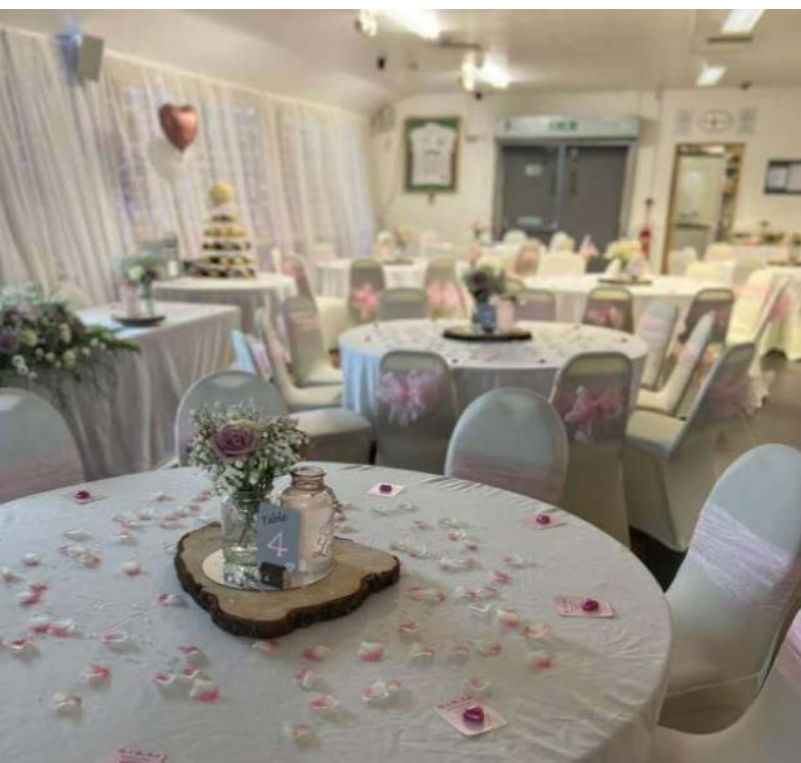
The new cellar along with our revised offering of beverages from Heineken has been well received. The introduction of popular brands such as Fosters, Amstel, Heineken, Strongbow and Inches, as well as Guinness, Old Mout, John Smiths and Malt Smiths have all proved popular with our regulars. This new system has ensured that "waste" has been dramatically reduced by around 3/4 full barrels a month.

Many of you will have noticed a few subtle changes that have taken place in the clubhouse. We all recognise that the clubhouse needs improvement, but investment into the clubhouse has been delayed due to Covid limiting our income to allow us to carry out important works.

However, with things returning to normal we have identified a number of improvements and changes. The new larger TV's and the replacement of a new beamer, coupled with the new sound system will bring a significant improvement to the viewing experience. New air conditioning and heating units have been installed in the ceiling which will go a long way to ensure that the clubhouse temperature is more bearable in hot and cold weather and making us a much more attractive venue to hire.

In the coming year we plan to replace the patio windows at the front as well as new patio doors at the rear (fire exit) that will generate more light; replace existing strip lights for better lighting options and to panel/paint the exposed brickwork. These will go a long way to improving the ambience of the club and making it a clubhouse we can all be proud of.

These improvements are of course reliant on us having the financial resources to allow us to complete the work, but we firmly believe all are achievable by the end of the financial year in 2023.



Directors and Management Committee

Directors

Adrian Bishop
David Bull
Nick Smith
Kevin Watkins
Mark Woodham
Geoff Sallis (resigned April 21)

Management Committee

David Randall (Chairman)
Adrian Bishop (Junior Chairman/Safeguarding)
David Bull (Honorary Treasurer)
Rich Johns (Membership and Health & Safety Officer)
Gill Mould (Communications)
Mark Woodham (Honorary Secretary)
Martin Thomas (Director of Rugby)
James Arnold (Finance)
Dan Harnett (Deputy Chairman)
Zoe Lawfull (Rugbysafe)
Teri Watkins (Womens' representative)

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Tewkesbury
Gloucestershire

Note: *We understand that you may have questions about the accounts and contents of this report and we will endeavour to answer all your questions at the AGM but we are unable to respond to any questions submitted via email or other means before the AGM.*



TEWKESBURY RFC

Constitution

We discussed at the AGM last year a need to review and perhaps make some updates to our Constitution. Unfortunately, this does require some legal input and time from the Management Committee, therefore, given all the other projects that have gone on over the year it was deemed not to be a priority and that we would revisit this in the coming year.

Health & Safety

Having a robust health & safety system in place is essential and it is our responsibility to ensure that we are fully compliant with health & safety legislation. The club recognised the need for expert help with a review of our existing health & safety systems and therefore engaged the services of a local health & safety expert, who had carried out a similar review of other local rugby clubs. We now have a robust system in place that meets all current legislation. If anyone has any health & safety concerns they should report them to our Health & Safety Officer (Rich Johns).

Communications

We recognise that we always need to do more when it comes to communications. Facebook continues to show that this is the most popular way to communicate and engage with people.

We have been posting upcoming matches and results and our page has continued to show growth with our total number of followers now reaching over **1040**. In the last year we have had 4,923 page visits up by over 200%.

This is a big gap between follower and "visits" so to clarify. When someone likes a post, they're showing support for the post and that they want to see content from it but don't follow us to receive news updates etc. When people like our posts and don't follow us we always invite them to follow us.

The new season will see us start to make more use of the new TV screens in the clubhouse which we will be using to promote more club news.

Of course we always want to do more and welcome any suggestions from our members as to how we can improve the information you receive from the club.

