

NEWARK RUGBY UNION FOOTBALL CLUB

# ANNUAL REPORT

SEASON 2012 / 2013

## **Message from the President.**

Welcome to the 2012/13 AGM

It was expected to be an interesting year, and so it proved. The success of 2011/2013 was always going to be difficult to follow but we set hard targets for all the senior teams and the mini and juniors will always find it difficult to maintain the high standards they have previously reached. Did we meet them all, no, but did we fail, no.

At senior level we managed to stay in Midlands One East, with some finger biting after the last game. The 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> XV's all finished well in their respective Pennant leagues. The 1 XV lost to Paviers in the NLD semi-final by a last minute drop goal that belied the super performance over 100 minutes. The Ron Rossin Cup final was lost to a last play of the game by a try that again belied the super performance by a 2<sup>nd</sup> XV that was a mixture of experience and youth. We should not be disappointed given the retirement's and injuries that resulted in over 50 players wearing a 1<sup>st</sup> XV shirt. Very few clubs could draw on such depth of talent.

We have said goodbye to Bob Nashed after a long and successful association with the club, many thanks also to Darren Gourley for his contribution when work commitments made coaching time very difficult. The whole coaching and management teams for all senior teams are to be congratulated for their inspiring and consistent contribution that enables Newark RUFC to be the only club in NLD to routinely field 4 senior teams. A brilliant achievement from all those involved.

The mini and junior section continue to set and achieve very high standards, I just Leicester Tigers would stop poaching players. We have seen Cups won, semi-finals lost, 7's tournaments won but what really astounds me is the number of coaches, age group co-ordinators, and a host of parents, grandparents and supporters who turn out weekend after weekend to ensure that rugby standards are instilled in all the youngsters who put on a Newark shirt. We must continue to remember that the prime objective of junior and mini rugby is to ensure that boys and girls learn to play rugby safely and to the best of their ability.

I left the lonely world of the Senior's Fixture Secretary for the President position last year and it has been a pleasure to see the contribution made by a whole host of individuals. To name a few, the sponsorship team lead by John Cooke, a brilliant effort in difficult times, Graham 'Spanky' Mcfarlane for his and John Fenton for their efforts in a very difficult year of floods, snow and ice, Ron Wildman for ensuring that we lost the minimum of rugby when fixtures were cancelled for a wide variety of reasons and last but not least Wendy for her invaluable work in the office.

Our regular fund raising events have managed to swell the coffers. Thanks to Bob Crowe and his team for the fireworks extravaganza, John Cole and his team for the 'evening with a legend' and Dave Pick and his team for their super effort in making the County Show a great example of what the club can achieve when we pull together.

I hope by the time that you read this you will have seen the progress on the work being done to redevelop the clubhouse. An exciting project that still has a long way to go provided we can put the funding in place.

Last but not least I must mention our success in receiving the Referee Society Whistlers Trophy awarded for being the most welcoming club for the second year in succession.

See you all next season.

**Ernie Brumitt**

**President, Newark RUFC**

## **CHAIRMANS REPORT - Season 2012 / 2013**

### **Introduction.**

Ladies and Gentlemen, I am pleased to present Newark Rugby Union Football Clubs Annual Report for Season 2012/13. As reported at last years Annual Meeting, this is the format in which the Board of Newark RUFC Ltd presents its review of the season to members. The format we are following is the standard format businesses use when presenting their Annual Reports and I hope you find the contents informative.

### **Review of the Season.**

We started the 2012/13 season at a high point, the 1st Team having been promoted back to level 6, which is generally agreed to be the league we should be competing in. Spirits were high as we commenced the season with some good warm up games. I do not intend to comment any further on playing issues this season as this has all been captured in Richard Byroms excellent playing report later. Similarly the excellent season enjoyed yet again by our Mini and Youth section is extremely well captured in David Duddles report.

Strategically this season the Board has addressed itself to several issues. Primarily amongst these is the need to develop additional sustainable income streams from new events/initiatives in order to maintain income levels and increase the clubs cash reserves. This is necessary to ensure the resilience of the club and essential if we are to realise our ambition to develop a new/improved club house facility here at Kelham Road. I am however delighted that the financial out turn for this season shows a surplus in the region of £4000.00 despite a very challenging season weather wise, when we club has effectively been shut down, and reduced income from the fireworks event and Nottinghamshire Show both of which were exceptional performers in the previous season. The issue of engaging member support, particularly players, for events at the club has also been discussed and proposals are in hand to develop this.

The Clubs Board of Directors have worked hard all season to address these issues, and you will see from their reports the challenges we are confronting and the proposals to address them. I would like to take this opportunity to thank all of my colleagues on the Executive for their hard work and support during the season. We have been extremely lucky in the support we have received from members in both official and voluntary capacities this season. All of our elected and appointed

members are listed and named in this report and my sincere thanks go out to all of them both personally and on behalf of the Club.

As a continued mark of the turnaround the Club has achieved we are again proud recipients of the Whistlers Award from the NLD Referee's Society for being the most hospitable senior club within NLD. This is a direct result of the Officer of the Day rota that has been sorted by John Beddoe, and a marked contrast to previous season when referees generally did not enjoy coming to Kelham Road.

Our disciplinary record has improved markedly when compared to previous seasons and I am delighted to be able to report that whilst having a red card incident and a scattering of yellow cards during the season, the NLD Disciplinary Committee continues to acknowledge the Clubs improved disciplinary status.

### **Looking Forward to Next Season and the Future.**

Despite our mixed performance this season, on the field, I firmly believe that this Club has a great future ahead of it. Our Mini & Youth section continues to go from strength to strength. The spirit and resilience of our senior teams particularly demonstrates that we are a level 6 Club and if we continue to develop squad of players we have the aspiration to play at level 5 is achievable. In achieving this I encourage you all, players and members/supporters alike to give your full support and encouragement to our new senior coaching team.

Last year I stated that we wanted to bring back some of the 'Newark Spirit' to the Club, in many respects I feel we are achieving this as demonstrated at the 'Comedy Evening' and Players Dinner. We continue as a club to regularly field four senior teams the main challenge from this being the difficulty in finding reliable opposition for our third and fourth teams as most other clubs in the NLD struggle to field the number of teams we do. We are also very ambitious for the future of the Club and our plans for a new Clubhouse to mark the Clubs centenary are detailed in David Picks report.

**Andrew Statham. CHAIRMAN Newark RUFC.**

### **ADMINISTRATION AND EXTERNAL RELATIONS**

Following the incorporation and the establishment of the Board of Directors, it was agreed that, in view of the principal responsibilities of the Office Manager, day-to-day supervision and line management of that employee should pass to the Director of Finance.

In addition to my regular Board meeting attendance, I have served the Future of the Clubhouse (FoTC) Working Party (see report of the Vice Chairman) bringing to that Working Party the benefit of my professional expertise and experience.

I have also been responsible for the drafting of the Whole Club Development Plan (WCDP) which, once adopted, will provide the framework for, target-setting, resource allocation, decision making and performance monitoring by the Board. The Plan will comprise two elements: a (rolling) five year term Strategic Plan; and, a rolling year-on-year Action Plan.

The final draft is nearing completion and should be considered and approved by the Board early in the new season.

Throughout the year I have represented the Club at the regular NLD RFU and Nottinghamshire RFU meetings, ensuring that the Club actively participates in the business and activities of those Constituent Bodies, and I also attended the RFU Governance Road Show presentation in January 2013 on behalf of the Club. In January, Peter Shaw, our long standing RFU Rugby Development Officer, a good friend of the Club, who has provided information and support for the Club throughout his tenure, moved to a new job within the RFU and he has been replaced by Andrew Highton, who comes to us with a good pedigree and seems, on the evidence to date to be an enthusiastic and dedicated successor to Peter.

As 'Club Secretary', I am the conduit for all formal communication with the Club from other organisations, including the RFU, and the constituent bodies, and individuals, most of which now takes place in the form of emails. The volume of such correspondence is now substantial, with typically, 5-10 emails per day being received by me, containing a large volume of information that then needs to be dealt with by me or passed on to relevant volunteers within the Club.

After 25 years continuously of active volunteering in the Club, serving in a wide range of posts I have decided this year to take a step back and thus to resign my Directorship of Newark RUFC Limited. I think the Club will benefit from some new blood and fresh ideas on the Board. It has been a privilege to serve this wonderful Club and to put back something into a game and to an institution from which I have gained so much. I have decided to retire to the terraces and enjoy just watching matches free of some of the cares and responsibilities of office. However, be assured that I will remain available to help out with some of our big events as before. Moreover, whilst standing down from my Directorship, I am committed to continue to serve of the FoTC Working Party and to oversee the finalisation and adoption of the first WCDP. I have also indicated to the Chairman and the Board, that, providing my successor does not want to take on those duties, I am content to continue representing the Club on NLD and Nottinghamshire RFUs.

**Tony Asbury.      Director, Administration and External Relations**

## **PLAYING REPORT - SEASON 2012 / 2013**

### **Playing Report 2013**

It has been an interesting and at times difficult year on the field this year. After last year's fantastic performances we always knew it was going to be a difficult season and it has proved to be so. Having said that we have maintained our current 1st XV league status, reached 2 N/L/D finals and turned out 4 sides every week (probably one of the few sides in N/L/D who can say that) which is not a bad effort. So as chairman I offer the following report which I definitely feel is something we can build on for next year,

Here are our playing statistics for the season 2012-13

### **1st XV**

League                      Played 26   Won 7 Drew 2 Lost 17 Points For 427 Points Against 631

Finished 11<sup>th</sup> in Midlands East 1

Overall                      Played 30 Won 10 Drew 2 Lost 18 Points for 518 Points Against 695

Runners up in the N/L/D Vase

### **2<sup>nd</sup> XV**

Pennant                      Played 20 Won 15 Lost 5 Points for 698 Points Against 394

Finished 3rd

Overall                      Played 29 Won 20 Lost 9 Points for 1013 Points Against 553

### **3<sup>rd</sup> XV**

Pennant                      Played 20 Won 10 Drew 1 Lost 9 Points for 507 Points against 357

Finished 4th

Overall                      Played 28 Won 16 Drew 1 Lost 11 Points for 757 Points against 633

### **4<sup>th</sup> XV**

Pennant                      Played 16 Won 9 Drew 1 Lost 6 Points for 379 Points against 320

Finished 4<sup>th</sup>

Overall                      Played 33 Won 17 Drew 2 Lost 14 Points for 880 Points against 644

As a club we Played 120 games, Won 63 Drew 5 Lost 52. Compared to last year's Played 109 games, Won 80 Drew 1 Lost 28,

The raw statistics of the 1<sup>st</sup> XV's season indicates a poor season, but when you start to look at individual games it paints a slightly different picture. We lost 7 of our league games by only one score, if we had gone on to win those games we would have finished in the top half of the league and feeling much more positive about the season. Also consider that in these very close games we were playing the top four sides so we do know we can compete against the best in our league. However, in reality we lost the games and in the end on a very dramatic last day of the season we just managed to avoid relegation, even though at one stage on paper we were relegated!!

Highlights of the season have to be our league wins over Market Bosworth and Market Rasen , the performance against Paviers in the league and Notts Cup and the N/L/D win

over Spalding. These games show what we are truly capable of and showed the grit and determination that we need to show every single week if we are to be true promotion candidates.

Lows of the season were the numerous league games we lost that we should have won and the disappointing N/L/D Vase final against Glossop which for me showed our lack of desire and passion at times to work hard when things are not going our way. I firmly believe we have the quality of players to do so much better but currently this is not happening on the field.

Other factors that certainly contributed to the disappointing 1<sup>st</sup> XV statistics include a number of key players were for a variety of reasons unavailable for much of the season. So yes we did miss Alex Moore Budda Chris Coen Lewis Cove Freddie Tatham and Shaun May. Also training numbers were much lower than last year and this inevitably had an impact on a Saturday.

Over 50 players played for the 1<sup>st</sup> XV this season, for me this is too many. You may say that it is great that we can call on so many but on the other hand consistency is so vital to success. We were never able to field the same team in 2 consecutive weeks. This ingredient does not give you a winning formula!

However to finish positively, it is great to report how our younger players continue to be given the opportunity to play for the 1<sup>st</sup> and 2<sup>nd</sup> XV. Most importantly these youngsters are Newark players through and through, they have emerged from our youth teams, 'home grown' talent, something that we are definitely succeeding with, long may it continue.

The 2<sup>nd</sup> XV have built on last year's success and thanks to the fantastic work by skipper Mark both on and off the pitch finished a very creditable 3<sup>rd</sup> in the Pennant and runners up in the Notts Cup. We would have been second in the Pennant if Derby had not 'cheated' by playing a considerable number of their 1<sup>st</sup> XV when we played them. They were also cruelly denied from winning the Ron Rossin Cup when Paviers scored in the last minute to win 20-19. The team has had a nice blend of youth and experience throughout the season and team spirit has been a real key feature of their success- something Mark Staines must take a huge amount of credit for. It has also been great to have Steve Hogg on board as coach and he has certainly helped massively on a Thursday evening. I firmly believe that we have the nucleus of players available at Senior level to win the 2<sup>nd</sup> XV pennant next year.

The 3<sup>rd</sup> XV after a very difficult start to the season (It was November before their first Pennant victory) have also had a decent season and produced some terrific results at times, but perhaps lacked the consistency of last season. They finished 4th in the pennant. The highlight of the season being 4 pennant wins in February against Casuals, Mansfield, Lincoln and Southwell all of them played AWAY. They obviously prefer to play their rugby away

from Kelham Road!! The team have been well led by Russ Webb and supported as always by the ever youthful Tommy Pykett.

The 4<sup>th</sup> XV have also had a pleasing set of results this season. Led by Sam Booth and ably assisted by the ever present Martin Brown they finished 4<sup>th</sup> in the pennant (an improvement of two places on last year) But in a league when they are the only genuine 4<sup>th</sup> team, all the rest being higher teams, this shows how well they have done. Can they move up another two place next year? Their season was capped off as usual with a mini tour to Skegness, however this year they lost to a 2<sup>nd</sup> XV from the local town.

After last year's very successful player's dinner, 60 players came this year. Hosted again by the 'evergreen' Ben Vidler, a really good evening was had by all. Excellent speeches from Chris Tate, Mark Staines, Tommy Pykett and Sam Booth reflecting on the season, rounded off by the presentation of trophies

1<sup>st</sup> XV player of the Year Matt Clarke

2<sup>nd</sup> XV player of the Year Jacob Andrews

3<sup>rd</sup> XV player of the Year Ben Coombes

4<sup>th</sup> XV player of the Year Jamie Duncan

Young player of the year Joe Tinsley

Finally, can I just say a huge thank you to all the club sponsors, patrons, and members of Newark RUFC for all the support they have given the players this year- it has been as always tremendous and is something I know the players really appreciate.

Finally I need to say a few thank you's to various people for all their hard work this year.

Thanks to Ian Gilchrist, Martyn L-Smith, Tommy Pykett and Martin Brown for managing all the teams this year. Great job.

Thanks to all the hard work of John Beddoe. We were awarded AGAIN for the second year running the 'whistlers trophy' from the N/L/D referees society for the most hospitable club in 2012-13.

Thanks to Jenny and Steph our club physiotherapists who have sorted out all the players aches and pains

Thanks to Rob Wildman for all his work on the fixtures

Thanks to Luke Staton for all his endeavours in trying to keep our players fit

Thanks to Graham Mcfarlane for making sure we CONTINUE to have the best pitches in the 3 counties



An enormous thank you to Chris Tate (skipper for the last 2 season)

Chris has done a fantastic job, Chris has led from the front on the pitch and to have led the 2011-2012 unbeaten season is something that will always be in the 'history books' and is without a doubt a magnificent achievement. Off the field his hard work and determination to have a strong social aspect has been really important and has definitely created a feel good factor in the clubhouse- something that prior to his captaincy we missed.

Newark Rugby Club has certainly benefitted from your time as skipper.

Finally finally!!! My sincere and personal thanks to Bob Nashed and Darren Gourley for all their hard work and incredible enthusiasm as club Coaches

Darren has decided because of work commitment to take a more of a 'back seat' role in the club and so has stood down as 1<sup>st</sup> XV coach. Darren has been at the heart of our success since we got relegated 2 seasons ago. He has unreservedly given so much time and effort as a coach over the past two years into developing and organising Newark into a better rugby team. Thank you Darren

Bob also also decided to finish as 1<sup>st</sup> XV coach, as he said just because he wants a 'breather from rugby'. He has coached Newark for 6 years and during his time has experienced the highs and lows. He was instrumental in leading the club to successive N/L/D cup victories as well as many fantastic victories at Kelham Road. He felt the pain of us being relegated but in true 'Nashed' style did not quit but took on the challenge of getting us back to where we belong-Midlands 1. Bob you have done a great job and on behalf of the club can I say an immense thank you for all those Tuesdays, Thursday and Saturday's you have done a wonderful job.

Here's to 2013-14 and more success on the field for Newark

**Richard Byrom**

**(Chairman of Playing)**

## **FACILITIES**

### **Ground**

We were hit this season by very wet conditions in November and December leading to two periods of flooding. No rugby was played at Newark from November 25<sup>th</sup> to

December 19<sup>th</sup> and again from 19<sup>th</sup> of December until the 9<sup>th</sup> of January. Standing

Water remained after the floods had receded which added to the problem. We had no sooner returned to normality when we lost a further two weeks to frost and snow. Numerous games were cancelled or postponed and training was seriously disrupted.

In contrast we had a very busy April when we hosted NLD junior and senior final in addition to a County game as well as all our normal fixtures when 25 games were played. In total during the season 112 games were played 47 on pitch1.

All five pitches have been 'verti drained' and reseeded. Fortunately it rained at the right time just after reseeding so germination and establishment should be good again this year.

### **Clubhouse**

Apart from general maintenance and repairs there has been no major expenditure to date this year. We do however have to replace the heating system in the clubroom which will be a major expense.

.

### **Lettings**

Lettings have suffered this year as a result of the flooding etc but Wendy has secured a number of regular non rugby lets recently which has improved the situation.

Indeed I would like to thank Wendy for all she does to secure as many lettings as possible

and looking after the club diary, which can be a difficult task at times

### **Catering**

Karen Roberts 'Scummy Catering' has continued to provide an excellent service, with food of a high standard and I would like to take this opportunity to thank Karen and her staff for all their efforts.

### **Budget**

Facilities spend is on course to be within the budget of £51,450.

Finally, I would like to thank John Fenton for all the hard work and effort he has put in over the past year. He is very self-motivating and not afraid to tackle most jobs. The ground and the clubhouse are a real credit to him and the envy of many visiting clubs.

**Graham Macfarlane**

**Chairman of Facilities**

## **FUTURE OF THE CLUBHOUSE WORKING PARTY. (FoCWP)**

The FoTCHWP working party, consisting of David Pick (Group Chair), and including Andrew Statham (Club Chairman), Tony Aspbury (Club Secretary), Matt Cove and Alex Statham, have made significant progress since the last report to the 2012 AGM. In early December 2012 the Group met with NLD Representatives, Alex Murphy and Pete Shaw, along with the Ernie Brummitt (President) and Richard Staniforth (FD) to get guidance and advice on the RFU position on supporting our project and to agree a way forward.

At the meeting Alex and Pete advised that in their view the RFU would fully support our scheme and if we wanted to take advantage of any potential RFU legacy funding associated with the 2015 World Cup we needed to get a project “oven ready” as soon as possible. Their view was that probably the most efficient way forward was to associate ourselves with one of the local RFU Construction partners, namely Gelder Group of Lincoln, and to meet them and discuss our project.

The review undertaken by Gelders in early 2013 identified that due to the construction, layout and format of the existing clubhouse, any scheme which looked to alter and adapt what we had, would in their view, be considerably more expensive than a complete replacement of the clubhouse and facilities. They felt a new purpose built clubhouse, incorporating RFU / Sport England compliant changing and support facilities at a raised ground floor level, together with an extended first floor community club room etc; all incorporating the latest environmentally sustainable designs, would be looked at more favourably by the RFU, Sport England and other funding bodies and organisations, than a scheme to try and adapt, alter and make do with what we had.

Following various reviews and revisions we now have a draft scheme, which whilst it still needs some more work, is at a stage where members can see the shape and size of what is proposed. The scheme, in its current state, will be launched at the AGM along with a member’s questionnaire seeking comments and hopefully commitments, from the membership to the scheme going forward.

A separate group has been established to review available funding and will become the focal point for fund raising both internally and externally, by grants, loans and sponsorship. This group is being lead by Alan Swain, who is working with Geoff Birch, a funding expert from Faithful+Gould and Wendy Campbell, an U8 Mini Coach who works for Sport England. There is an immediate opportunity for a funding grant application to Sport England for their Improvement Fund (Round 2) which the group are working on for submission by 12<sup>th</sup> June. If successful it is hoped that it will make a significant contribution to the required funds which, complimented by various other identified funds and grants, will enable the scheme to become reality and give us a modern and progressive rugby club and facility, all commensurate with our position in East Midlands rugby and the community of Newark and the surrounding area.

The club celebrates its 100<sup>th</sup> anniversary in 2019 and the objective is before then that we have a rugby and community facility that all members can be proud of where the best traditions of Newark Rugby Clubs main club and mini and youth section can flourish long in to the future. The work to date has been at no cost to the club and we are indebted to Gelders and Faithful+Gould for their time and expertise in supporting us getting to where we are.

**David Pick - Chairman FoTCHWP.**

## **Director of People**

This report covers the period from my appointment 3 months ago to the present time.

Responsibilities of the position include all personnel related issues and Club Membership.

### **People**

#### *Lead Coach*

The position was advertised both in the press and on the web. Six applications were received and 4 interviews took place. The interview panel comprised Nick Scott, Richard Byrom, Darren Gourley, Roger Whittaker and myself.

Subsequent to the initial interviewing process, James Offer also indicated his desire to assist in the coaching set up.

Nathan Smith has been appointed as Lead Coach, with Paul McCartin and James Offer playing supporting roles.

#### *Part time groundsperson*

An advert has been placed on the web for a part time groundsman/handy person. Three applicants have shown an interest. Interviews will be conducted on June 12<sup>th</sup>.

### **Membership**

The current membership has been fully analysed into the various categories, such that it is possible to determine the incremental revenue gained from potential membership fee increases.

The Board has reviewed the breakdown by category and proposed increases for voting on at the AGM.

I would like to thank Hugh Daybell, Membership Secretary, for all his work throughout the year and his perseverance in pursuing those with a reticence to pay up.

**Alan Swain**

## **SPONSORSHIP**

### **Advertising Boards**

49 boards on pitch one with 2 at no charge, a couple also discounted as have other boards. A couple of companies not paid and being chased.

17 boards on mini pitches. A couple of boards also discounted as have a 2<sup>nd</sup> board. Total

Guestimate on total income £14,200.00

We have lost board advertisers this season and are trying to maintain those we have for next season with “thank you initiative and vouchers to get advertisers and supporters to the club etc.”

### **Bonfire Night/Events**

No sponsor for this year and although Staythorpe Power Station would like to do for season 2013/2014 they have had their financial wings clipped and we have lost this so are still looking for a sponsor.

### **Annual Legends Evening**

Incredibly successful evening thanks to John Coles and Andrew Clay raising around £8,000.

### **Half Back Draw**

John Gelsthorpe has run with this and over the last 10 months we see income of 4506.00 and prizes of 2705.00. Giving club £1801.00. We are hoping to secure further players so anyone who hasn't joined please do so there are DD forms around. (sorry can't miss an opportunity)

### **Match Lunches**

Difficult season thanks to unforeseen circumstances. Flooding and snow cancelled plans and to rearrange etc. proved difficult for everyone. We gauge a rough guestimate on sponsorship to be £2755.00

### **Sweep Stake**

Not all games supported the sweepstake opportunity but still raised just over £1500.00

### **Lions Legends evening**

Many thanks to Dusty Hare and John Coles for organising such a successful evening at the club. We hope to receive a donation of around £500 following the night and Wendy has asked Dusty if we could do again next season, she is awaiting comments.

## Figures

*Please see below and note that these are approx. figures from Wendy's records and that any full and final figures must be obtained from the Treasurer.*

2012/2013

Type	£
Boards	14200.00
Programme Adverts	2695.00 (less cost of make up 1820.00 = £875)
Programme Sales + shirts & Shorts	2928.60
Fixture Book adverts & sponsorship	720.00 (less cost of make up 455.00 = £265)
Match lunch sponsorships	2755.00
Sweep Stake	1591.24 (includes Weather Lottery remnants)
Newark Storage package	4166.67
Golf Holes	325.00
Sportsmans Eve	8000.00
Half Back Draw	1801.00 (this is in 4506.00 out 2705 winnings)
<b>Total</b>	<b>£36,907.51</b>

**This does not include donations, kit sponsorship, deals etc.**

This season has been rather tough with the hindrance of bad weather and floods causing around 18 weeks of disruption.

For those in the room who sponsor, donate, advertise etc. the sponsorship committee would like to thank you all. Anyone who has any idea's in raising sponsorship or who would like to donate a little time each month to join our committee please let myself or Wendy Boas know.

**John Cook**

**Sponsorship Committee Leader**

## **Mini & Youth Report 2012/13**

A great season that is certainly living up to the “Jewel in the Crown” phrase penned a few years ago.

### **Mini Section**

We kicked off the season and our primary age group of Multi Skills welcomed newcomers to the club. Existing coaches rallied round to start the sessions and Nick Poulson, in particular, led the way in encouraging parents to get involved and take up the roles of coaches with Simon Parkes taking an active role to lead the group. With coaches taking their Rugby Ready and RFU Level 1 and refereeing badges they are well equipped to move forward into Tag Rugby next season. 24 players and more to come!

The Under 7s led by Alan Staines have managed to retain a those Multi Skills youngsters and more! Our largest age group with a staggering 43 youngsters registered! However with some great support Alan has managed to survive his first Tag Rugby season and has taken his RFU Level 1 and refereeing badge along with other coaches in the group.

Wendy Campbell’s Under 8s are now ready to move on to next year’s contact game. Wendy has gathered together a great team of coaches who have focused on the games core values and enthusiastically developed the group’s skills. A number of coaches attained RFU badges. Always a group to support club causes, parents and coaches supplied great numbers at the County Show. Well done! Playing numbers this season 29.

In their first year of contact rugby, Charles Paley’s Under 9s have adjusted well. With 28 and a good number of parent helpers and coaches, their enthusiasm and efforts are being rewarded as the group get to grip with changing laws in the game for youngsters. The group are looking forward to the next stage of development next season.

Dany Coen’s Under 10s have had an eventful season. Entry at this age group into the Prima Cup was greeted with enthusiasm but unfortunately they were unable to lift the trophy. However a wild card entry into the “Shield,” allowed the selected squad a visit to Welford Road, and test their skills against Nottingham. Sadly unable to overcome a strong Nottingham outfit, however a great day for all and one not to forget. Finally their annual homage to RAF Cranwell to compete against the likes of Kesteven and Sleaford in the annual festival. 30 players registered.

Our Under 11s led by the enthusiastic Logan Tweedie has managed to increase numbers to 21 to what has always been age group lacking numbers. Whatever these guys have lacked in numbers they have managed to make up for in enthusiasm, skills and core values. Never afraid to take on all comers they have managed once again to record a high percentage of wins against other clubs and are developing into a close knit group of players with some individual excellence.

Under 12's Head Coach Adam Doran has led his group of since its inception, making sure every player has the opportunity to develop and enjoy their rugby to the best of their ability. They finally make it to "coming through the hedge", resplendent in club ties (including Adam), with 33 players on board. A good season with far more wins than losses and great squad development. An age group that always engages in the "social side" of rugby they embarked on their (now legendary) annual tour. This year it was the turn of North Wales to experience Newark camaraderie. Next season?? Portugal better watch out!!!

We have had a "clean bill of health" from the RFU/NLD Safeguarding Children Audit and congratulated and told "it was a very positive audit and your clubs safeguarding ethos is very positive and pro-active". Thanks go to Helen Walton and Nick Poulson.

Mini Presentation Day was held on the 5<sup>th</sup> of May and was a great success. Weather conditions were perfect which enabled the presentations to take place outside on the terrace. Nick Poulson was awarded the Richard Ewens Memorial Award for service to mini & youth rugby and Ronan Matts received the Jane Wright Trophy for effort and contribution.

### **Youth Section**

Once again the youth (U13-17) of our club have been tremendous and proved themselves to be one of the best in the NLD. Incredibly this season all the age groups managed to make the semi-finals of the NLD Cup competitions. Alas only the Under 15s and 17s made it through to their respective finals. Both sadly were unable to convert their great seasons into winning silverware. The Under 15s narrowly losing to Nottingham and the Under 17s unable to overcome a well organised Matlock. However the Under 15s were triumphant in the NLD 7s racking up over 40 points in the final against Nottingham. The U15s have supplied 4 players to the Leicester Tigers "Gold" squad. Four Newark players have been included in next seasons NLD U18 squad. So along with Ben Usher(U16s) taking a place in Leicester Tigers Academy our representative honours are growing exponentially.

A very successful end of season youth presentation dinner was held for the under 13/14/15s and the Girls Section. Over a hundred junior players and coaches attended the evening for a sit down meal. The behaviour and manners of the players were exemplary and great to see all wearing their club ties with pride.

With all age groups aware of the new senior youth coaching structure for next season with Steve Hogg and Dave Garland now in place as the coaching team, we will be looking to move the next group of colts to the next level.

### *Under 13s Report by Mark Jenkins*

"It was a big change for the squad this season, making the transition from Mini to Youth rugby. The squad took to playing on a full pitch with great enthusiasm; the pre-season



fitness and strength and conditioning training paid off enabling the players to engage in 50min of competitive rugby. As for success this season; we consider player retention and enjoyment of the sport as the greatest achievement possible, we started the season with 30 players and we end the season with 30 players with more wanting to join next season, so that is a great result in itself. In terms of actual results, we firmly believe in ensuring at all players receive where possible equitable amounts of game time allowing each player to develop coached techniques into skills under pressure in a game environment. With this in mind we booked in over 17 friendly fixtures for the season, of which the squad won all save 3. In the NLD Cup Pool, the squad convincingly beat Stamford, Sleaford and Paviers to secure a place in the Semi-Finals against Ashbourne, whom we lost too only by a converted try and were Plate Runners Up in our first Sevens tournament.

The squad are looking forward to its first Youth Tour in October and evermore engaging fixtures for the 2013/2014 season ...”

#### *Under 14s Report by Nick Poulson*

When the boys turned in for training at the beginning of the season I remember thinking how lucky we were to have such a good group of lads and now at the end of the season nothing has changed my view.

Training continued on Tuesday nights, which for some continued the long weekends of school Rugby Saturday, Club Sunday , representative training Monday and Club Tuesday's again.

The first six weeks saw the section play its first NLD match v Market Rasen in which Newark came off winners 24-21 and wins against Syston , Mellish, West Bridgford and Sleaford were warm ups for our next NLD match against a much improved Lincoln side 55-5 , it has'nt all been plain sailing with defeats to Southwell ,Matlock and Nottingham all taking there toll ( as well as the weather).

New year , new start , wins against West Bridgford and Spalding followed , the latter the first for many seasons ! When we look at how the section has developed I hope we all look for progress and that has been in abundance with a second win over Sleaford , again a first! Then a winner takes all match v last season's NLD winners Melbourne , when the weather allowed both teams played out of their skins for a 7- 7 draw , both teams ended up progressing to the Cup semi-final due to other results ! So Spalding in the Semi's, on a winter's day at Sleaford, Newark shone through with a gritty win 13-0, soaking up some strong attacks to take all the spoils.

The season has not all been about winning but about development and fellowship with all squad players playing their part, some coming to Rugby for the very first time, this culminated in our tour to the North Wales Festival, played at Shotton Rugby Club where all

those who attended entered the full spirit of the tour, and the Rugby wasn't bad either coming a creditable 3rd out of 9 teams.

#### *U15s Report by Paul Caldwell*

The squad has never been so fit, strong and in some cases BIG! and we are delighted to have had new players still joining, and the team spirit, enjoyment and fun is as good as ever.

We are also delighted that we have 8 players in the Leicester EPDG development squad with 4 being selected to represent Leicester U16's.

We have remained unbeaten all season in club and NLD group stage matches with the squad being constantly rotated so that all get maximum game time. The climax to the season came in reaching the 7s and NLD Cup finals, both against Nottingham. A resounding win in the 7s could not be repeated in the NLD final which saw a pulsating game with Newark's chance of winning ruled out with disallowed try in the last play of the game!

#### *Under 16 Report by Mick Barton*

Following their success as winners of the NLD Shield 2011/12 the U15's were looking forward to the new season, An issue with the group has always been low squad numbers and with the loss of a couple of key players at the end of last season an increase in numbers at U16 was essential. Fortunately we did attract 4 new players and although they have fitted in extremely well the lack of experience and the new skills required at U16 proved to be a big challenge for the coaching team.

With a squad of only 21, the first 4 matches against the powerful teams of Lincoln, Paviors, Mansfield and Ashfield proved to be difficult encounters which were all lost unfortunately, but there were green shoots of promise particularly with the new players. The introduction of lineouts has been a real bonus the pack has proven to be excellent exponents of the skill and have been praised by most of the opposition.

Newark continued to show real grit and determination and fortunes changed with excellent wins despite the weather playing its part. During December, January and February, Newark progressed to the NLD semi Finals only losing only one game 10-7 to Melbourne in their pool matches. Newark continued to put some great performances together and not losing a game in February scoring 139 points and only conceding 10. Sadly they did not progress further in the cup losing to Derby 19-41 in the semi-final at Sleaford. As the season came to a close they competed in the NLD 7s tournament coming in as runners up in the shield final.

The squad has now come to the end of a journey and we say good bye to a number of players leaving for college and employment in the Services and for one talented player Ben Usher a contract with Leicester Tigers, we wish them all the very best and thank them for their support and commitment throughout the years. For those coming back next year Newark's senior youth section

are going to inherit some great lads who I'm sure will continue to play their part in this great club.  
Playing record to date W – 7 L – 7 D – 1

### **And Finally**

### **Coaches Evening**

Many thanks to Brian Fisher, who sponsored a Coaches Supper in the clubhouse. The evening was a great success and started with a fun game of Touch Rugby followed by an open forum to discuss any coaching issues followed by supper.

**David Duddles**

**Director Mini & Youth Section**

## Bar Report – Year to Date: May 2013

The weather has played a key role in determining bar sales and associated profit so far in season 2012/2013. Whilst fixtures are rescheduled the rearranged fixture never compensates fully for the revenue lost on the original as these were often planned sponsorship occasions and spread out across the season. That said the April sales figures of £15,000 (exc VAT) were, as far as can be ascertained, the highest monthly revenue period on record and went some way towards catching up.

### High Lights

- April sales highest on record £15,000 (exc Vat)
- The NLD finals held on the 27<sup>th</sup> April - over £3,100 taken during the afternoon (look to repeat)
- Senior player team evening 16<sup>th</sup> March (after Market Rasen game) over £3,000 taken (look to repeat)
- Frontier & Cargill match 23<sup>rd</sup> March ( look to repeat)
- Consistency of high quality staff - Bar Manager, Dave Roberts assisted by Deb Christian
- Maintenance of strong gross profit of 57%
- Continued support by bar teams
- Continued enthusiasm for happy hour
- Renewal of Cask Marque accreditation for serving good quality ale
- Recommendation in the CAMRA Real Ale Guide (Newark Southwell & District) – the only sports club featured
- Sportmen's dinner £900 taken

### Low Points

- Flooding
- Snow
- 6 Nations on TV – not well supported
- No Summer Party
- Bonfire night on a Monday (Saturday last year) reduction of £1,450 in sales

### Year to date (YTD) to 30<sup>th</sup> April 2013

	This Year	Last Year	Variance
Revenue	£57,545	£64,639	£-7,094
Gross Margin	£32,947	£36,433	£-3,486

Whilst sales and gross margin are down the margin percentage has increased slightly from **56% to 57%**.

### **Salaries**

Total salary figures are lower than the same period last year.

### **Bar Secretary's Current Forecast**

This will be revised on a monthly basis taking into account actual figures and further information available at each point.

### **Season 2012/2013 - Forecast**

Sales	£69K
Gross Margin	£40K (57%)
All Salaries	£21K
Net Profit	£19K

*Above figures taken after VAT*

Much of the earlier shortfall has therefore been made good but it is still forecast that sales will be down approx. £7K and Gross Margin down by £3K on the financial year as a whole.

### **Bar Teams**

A very big thank you as always to all volunteers throughout the season.

### **Recommendations**

- Continue 'Happy Hour' -please note this is largely neutral from a revenue perspective and was initiated to increase atmosphere in the clubhouse and beyond and therefore needs to be requested by the board.
- Repeat Frontier & Cargill fixture in new season
- Consider hosting NLD finals again
- Repeat senior players evening and encourage more courts and sock spends
- Continue to seek further touring sides to visit - from minis to vets
- The Bar secretary is producing a report on the Peterborough RUFC Beer Festival to see if similar might be viable at Newark.

### **Bar Secretary**

The Bar Secretary will be prepared to stay in post for another season if required and would look to step down at the end of season 2013/2014. Please note that the Bar Secretary is also the official registered licensee for the club.

**Gary Hobbs**  
**Bar Secretary**

## TREASURERS REPORT AND ACCOUNTS.

Management accounts for the 9 months to 30 April show a profit before depreciation of £11,000. It is forecasted that the out turn for the year will show a profit before depreciation of £4,000 compared to £9,000 for the full year ending 31 July 2012.

	Forecast	9 Months	Full Year
	2012/13	2012/13	2011/12
	£'000	£'000	£'000
REVENUE	127	111	140
EXPENSES			
PLAYING COMMITTEE	(44)	(39)	(52)
FACILITIES COMMITTEE	(49)	(36)	(50)
FINANCE & ADMINISTRATION	(30)	(25)	(29)
PROFIT BEFORE DEPRECIATION	4	11	9

The year to date has been a challenging one for the club financially, but thankfully the full year out turn should not be as bad as previously communicated in January when in particular the effects of the flooding and snow were being assessed.

Whilst the club has a number of important revenue streams generated by its members, it is still heavily reliant on a few single fund raising events , Newark Show, Fireworks night and the Sportsman Dinner, as well as commercial sponsorship from local and national companies, to fund its cost base.

Not all these sources can either be assumed to be around for ever or at “guaranteed” income levels. For instance Newark Show and the Fireworks night were a combined £5,000 down on last year’s record takings and the club could do very little, if at all anything, to have increased its revenue.

The club therefore needs to explore other avenues of income generation if it wants to ensure that it can continue operating at the level it currently is and ensure a meaningful surplus is made annually.

Whilst this year there has been no significant unexpected expenditure required on the maintenance and raising of the club, meaningful annual surpluses are required to ensure that the club has sufficient funds to meet large unplanned expenditure, which no doubt will become inevitable, not least due to the age of the building.

It is pleasing to note that subscriptions increased this year, after a real push was made to ensure all players were fully paid up and a full years' subscriptions were paid. However the level currently charged will need to be increased for next and future seasons.

Additionally pleasing to see was the increased use of the club's facilities by other parties towards the end of the season, particularly in April when the club played host to both NLD junior and senior finals as well as a county game. These events, plus others in April, help push bar takings to a record £15,000 for the month which has helped significantly reduce the previously anticipated shortfall this year. The club has a facility that should be used to its maximum, and we should ensure that events like these are repeated year on year where possible, and if not replaced by new events.

The membership needs to fully understand the revenue and costs base of the club and pull together as one to explore other revenue generating ideas. A larger number of smaller events organised by members can be just as successful as one large event. The task of revenue generation should not be left in the hands of a few to support the many.

**NEWARK RUGBY FOOTBALL CLUB**  
**YEAR TO DATE - NINE MONTHS TO APRIL 2013**

	<b>2012/13</b>	<b>FULL YEAR 2011/12</b>
<b><u>INCOME</u></b>		
Bar Sales	57,090	74,886
Less cost of Sales	<u>(25,145)</u>	<u>(32,502)</u>
	31,945	42,384
	56%	57%
Less Labour & Sundry costs	<u>(15,151)</u>	<u>(22,443)</u>
	16,794	19,941
Shop Sales	14,303	12,933
Less cost of Sales	<u>(11,733)</u>	<u>(11,595)</u>
Shop Staff costs	<u>(600)</u>	
	1,971	1,338
Players Kit sales	5,944	
Players Kit purchases	<u>(5,783)</u>	
	161	1,338
Subscriptions		
Main Club	14,229	13,770
Mini and Youth	27,205	25,643
Catering - Net Income	(950)	4,015
Gate & Programme Sales	4,403	3,944

Advertising - Boards etc.	14,464	12,770
Newark Show	0	12,070
Lettings Non Rugby	971	1,530
Lettings Rugby	2,415	3,669
Donations	2,091	4,708
Fireworks Fiesta	4,927	6,827
Half Back Draw	440	2,062
Weekly Raffle	1,337	1,695
Summer Ball/Party	0	289
Golf Day	1,365	1,721
Sponsorship	8,246	10,407
100 Club	3,380	4,560
Social Events plus Sundries	935	(29)
Bank Interest	0	0
Tax Refund	(0)	1,583
Sportsmans Dinner	6,871	7,635
<b>TOTAL INCOME FOR THE YEAR</b>	<b>111,254</b>	<b>140,146</b>

#### **EXPENDITURE**

<b>PLAYING COMMITTEE</b>	<b>(39,446)</b>	<b>(52,148)</b>
<b>FACILITIES COMMITTEE</b>	<b>(35,994)</b>	<b>(50,180)</b>
<b>FINANCE &amp; ADMINISTRATION</b>	<b>(25,089)</b>	<b>(29,155)</b>
 <b>NET PROFIT BEFORE DEPRECIATION</b>	 <b>10,725</b>	 <b>8,663</b>
 <b>DEPRECIATION</b>	 <b>(7,020)</b>	 <b>(9,367)</b>
 <b>NET PROFIT AFTER DEPRECIATION</b>	 <b>3,705</b>	 <b>(704)</b>
 <b>TAXATION</b>	 <b>(1,158)</b>	
 <b>NET PROFIT AFTER DEPRECIATION AND TAX</b>	 <b>2,546</b>	 <b>(704)</b>

#### **EXPENDITURE DETAIL**

##### **PLAYING COMMITTEE**

Coaching	(9,866)	(18,136)
Laundry	(2,192)	(1,513)
Fixture & Match Expenses	(853)	(1,431)
Physiotherapy	(9,813)	(8,578)
Kit & Equipment	(4,024)	(4,172)
Food & after match meals	(10,698)	(12,158)
General Playing Expenses	(2,001)	(4,159)
YDO	0	(2,000)
	<b>(39,446)</b>	<b>(52,148)</b>

##### **FACILITIES COMMITTEE**

Clubhouse Maintenance	(1,657)	(7,710)
Fire Prot./Security	(1,921)	(1,698)
Grounds Maintenance	(3,362)	(5,583)



Employment Costs	(14,303)	(18,734)
Cleaning & Refuse	(5,152)	(5,857)
Gas, Oil & Electricity	(4,864)	(5,673)
Rates & Water	(4,735)	(4,926)
<b>Total Costs for Period</b>	<b>(35,994)</b>	<b>(50,180)</b>

#### **FINANCE & ADMINISTRATION**

Employment costs re Office Manager	(9,788)	(12,977)
Printing, Postage, Stationery & Ads	(1,236)	(1,812)
Telephone	(1,503)	(1,805)
Accountancy/Payroll	(3,500)	(2,150)
Licences	(226)	(210)
Legal & Professional	(750)	0
Stock taker	(350)	(425)
Barclaycard Costs	(729)	(798)
Bank Charges	(439)	(326)
Insurance	(3,010)	(2,950)
General Admin & Sundries	(3,558)	(5,703)
Suspense Accounts	0	
<b>Total Costs for Period</b>	<b>(25,089)</b>	<b>(29,155)</b>

#### **DEPRECIATION & AMORTISATION**

Clubhouse	(3,825)	(5,102)
Floodlights etc.	(3,177)	(4,236)
Miscellaneous Equipment	(1,719)	(2,295)
Amortisation - Grants	1,701	2,266
<b>Total Net Depreciation</b>	<b>(7,020)</b>	<b>(9,367)</b>

<b>TOTAL EXPENDITURE FOR THE YEAR</b>	<b>(107,549)</b>	<b>(142,106)</b>
---------------------------------------	------------------	------------------

<b>NET PROFIT AND LOSS BEFORE TAXATION</b>	<b>3,705</b>	<b>(704)</b>
--	--------------	--------------

TAXATION	(1,158)	0
----------	---------	---

<b>NET PROFIT AND LOSS AFTER TAXATION</b>	<b>2,546</b>	<b>(704)</b>
---	--------------	--------------

**BALANCE SHEET 2012/13**

	30/04/13	31/07/12
<b>Fixed Assets</b>		
Land	29,897	29,897
Buildings and Infrastructure Cost	163,668	163,668
Buildings and Infrastructure Depreciation	(133,590)	(129,765)
	30,079	33,904
Floodlights/Elect Installations Cost	59,172	59,172
Floodlights/Elect Installations Depreciation	(43,536)	(40,359)
	15,636	18,813
Misc. Equipment	36,068	36,068
Misc. Equipment Depreciation	(30,904)	(29,185)
	5,164	6,883
	<b>80,776</b>	<b>89,497</b>
<b>Current Assets</b>		
Stock		
Bar	3,385	3,952
Shop	6,860	6,960
	10,245	10,912
Debtors		
Trade Debtors	5,567	2,342
Pre Payments	3,987	4,683
Other Debtors	248	1,697
	9,802	8,722
Cash		
Cash on Hand	73,613	64,622
Cash due to Mini & Youth	(8,882)	(10,608)
	64,731	54,014
<b>Total Current Assets</b>	<b>84,778</b>	<b>73,648</b>
<b>Current Liabilities</b>		
Trade Creditors	(3,898)	(124)
Accruals	(12,286)	(6,848)
Other Creditors	(210)	(5,553)
VAT	23	0
RFU Loan	0	(3,044)
<b>Total Current Liabilities</b>	<b>(16,371)</b>	<b>(15,569)</b>
<b>Net Current Assets</b>	<b>68,406</b>	<b>58,079</b>
<b>Creditors more one year</b>		

RFU Loan	(12,133)	(11,372)
Flood Light Grant	(9,088)	(10,789)
	<u>(21,221)</u>	<u>(22,161)</u>
<b>TOTAL NET ASSETS</b>	<u><b>127,961</b></u>	<u><b>125,415</b></u>
Reserves B/F	125,414	126,118
Profit Loss for year	2,546	(704)
	<u><b>127,961</b></u>	<u><b>125,414</b></u>

## **Club Annual Meeting - MONDAY 17TH JUNE 2013**

The following directors served on the board at Newark RUFC during season 2012 – 2013

Ernie Brummitt – President (1<sup>st</sup> year of 2 year term)

Andy Statham – Chairman

David Pick – Vice Chairman

Tony Aspbury

David Duddles

Richard Staniforth

Richard Byrom

Graham Macfarlane

Barry Thompson (1<sup>st</sup> half of season)

Alan Swain (2<sup>nd</sup> half of season)

David Pick and Tony Aspbury have indicated that they will be standing down as Directors following this year's annual meeting with the exception of these two individuals and Barry Thompson who only served for 6 months all the other Directors have indicated they are seeking re-election to the Board

The Board would also like to give notice that it is seeking nominations for up to 3 club members to join the board for the 2013 / 2014 season and beyond

### **Other Elected Posts**

<b>Post</b>	<b>Incumbent</b>	<b>Nominee</b>
Membership Secretary	Hugh Daybell	Hugh Daybell TBC
Bar Chairman	Gary Hobbs	Gary Hobbs
Safeguarding Officer	Helen Walton	Helen Walton TBC
Club Merchandising	Jonathan Ward	Jonathan Ward TBC
Assistant Secretary	Jane Overland	Jane Overland
Fixtures Secretary	Rob Wildman	Rob Wildman TBC
Officer of Day Organiser	John Beddoe	John Beddoe TBC
Mini Section	Paul Bratton	TBC
Chair Junior Section	Mick Barton	TBC
Club Coaching Co-ordinator	Spencer Bell	Spencer Bell TBC
Club Referee Co-ordinator	TBC	TBC

## Roles Appointed to

Post	Incumbent	Nominee
Assistant Treasurer/Book Keeper	Pete Moore	Peter Moore
Disciplinary Officer	Andrew Fearn	Andrew Fearn TBC
Referee Organiser	Andrew Statham	Andrew Statham
Lettings Secretary	Wendy Boas	Wendy Boas
Web Masters	John Perkins / Rob Hughes	
Programme/Press Officer	Rob Wildman	Rob Wildman TBC
1 <sup>st</sup> Team Manager	Ian Gilchrist	Ian Gilchrist TBC
2 <sup>nd</sup> Team Manager	Martyn Llewelyn-Smith	Martyn Llewelyn-Smith TBC
3 <sup>rd</sup> Team Manager	Tommy Pykett	Tommy Pykett TBC
4 <sup>th</sup> Team Manager	Martin Brown	Martin Brown TBC

## Contracted/Paid Appointments

1 <sup>st</sup> Team Coaches	Nathan Smith / Paul McCartin/James Offer	
Senior Youth Co-ordinator	Dave Garland / Steve Hogg	
Physiotherapist	Stephanie Dorey TBC	
Shop Manager	Karen Duddles	
Catering	Karen Roberts	Karen Roberts

## Staff

Office Manager	Wendy Boas
Bar Steward	David Roberts
Groundsman	John Fenton (Part Time)



