



#OURCLUB

Guernsey Rugby Football Club  
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**GUERNSEY RUGBY FOOTBALL CLUB**  
(Registered Number 53279)

Minutes of the Annual General Meeting of Guernsey Rugby Football Club Limited  
held at The Rugby Clubhouse, Footes Lane, on Wednesday 15<sup>th</sup> July 2020 at 19:00 pm

**Present:** Charles Mc Hugh, Andrea Harris, Adrian Le Page, Martin Belcher, Paul Wright, Sadie Merrien, Chris Gnapp, Ian Endres, Jordan Reynolds, Katie Dault, Megan Jones, Steve Evans, Malcolm Barnes, Graham Skuse, Craig Platt, Colin Ferbrache, Mike Webber, Mike Marshall, Andrew Sykes, Wes Williams, Becky Ashworth, Ginette Bader.

- 1. Apologies:** Peter Webber, Steve Melbourne, Andrew Whitaker.
- 2. Approval of previous AGM Minutes:** Charles Mc Hugh approved the previous AGM minutes, Andrea Harris seconded.
- 3. Matters arising from the previous minutes:** There were no matters arising from the previous meeting.
- 4. Quorum:** The meeting was declared to be quorate in accordance with the Company's Memorandum & Articles.
- 5. Charles McHugh Chairman's Annual Report Season 2019/2020:**

In my third full season as Chairman, with help from our Management Committee and Board, we have faced unprecedented challenges both on and off the pitch. The men's team managed to gain promotion from London & SE Premier back to National South 2 after one season in the lower league.

The Ladies has a competitive season in NC1 South East (South) finishing a creditable fifth place.

The Vikings have had a successful but curtailed season in the RFU Div. 2 Zoo league having won 11 and lost 7.

There are a number of fundamental uncertainties surrounding the start date for the 2020/21 season and the return to play protocols for the UK Leagues. These uncertainties are at present the cause of significant financial difficulties for the Club but I am confident we will take the Club forward and we will remain solvent.

Guernsey Raiders and its Academy are fortunate enough to have the incredible support of 160 volunteers who run community projects. I would like to give a big thank you to all the Committee members, volunteers, referees, assistant referees, club facilities managers, team managers, coaches and





supporters who support our teams in all weathers, and of course the players from Tots and upwards who commit to turn out on a weekly basis so that they can enjoy the game we all love.

### **The Raiders Men's XV**

The men have had a tremendous season, in terms of results on the pitch. Even though we did not complete the last few matches of the season we have banked a hard won National 2 promotion and we still have a postponed home Siam Cup to play in May 2021. Jordan Reynolds our DoR set out in 2019/2020 season the goal of attaining promotion for the men, this has been achieved.

The highlights of the season were 20 wins with the highlight being the away win at Wimbledon which I was there to watch. The low point was our two unnecessary losses to Rochford Hundred both at home and away.

### **The Ladies XV**

After the RFU moved GRL sideways from NC South East West 1 to NC 1 South East (South) the ladies faced new challenges with a number of retiring players and have had a tough season. Pleasingly they have recruited more young players and their squad size has grown from 25 to 35.

The highlight of the league season was a win against Streatham and Croydon and a close encounter against League Winners London Irish Ladies where we lost 24 – 26.

I would like to thank head coach Steve Evans for all his hard work and success as the GRL coach this season. Further, grateful thanks go to GRL captain Kristine Vavere and GRL team manager Justeen Baker.

### **Academy**

Under the care of Jo de Garis, the outgoing Chair and Peter Webber the new Chair, the junior section of our Club has the funding and structures to enable our young players to enter the Sussex junior league structures. The very important subject of establishing a development pathway to allow young rugby players to transition to adult rugby is one we have all worked to create.

I am further pleased to report that the Academy has become once again re-established good working relations with the main Club and the two organisations are now working very closely together.

Big thanks go to Andy Creber, Vice Chair, Jo de Garis, GRA Safeguarding Officer. Big thanks also to all the Academy Committee and the volunteer coaches who turn out each Sunday morning.



It is particularly pleasing to see that the girls' U18 squad has continued to feed new players to GRL and that we have created a sustainable player pathway for the ladies team.

Diary date: - Summer Rugby Camp 24<sup>th</sup> – 28<sup>th</sup> August 2020 and closing date for applications is 27<sup>th</sup> July 2020.

### **Membership, Match Days and Gate**

Senior Club total of 800 members.

Big thanks to Tanya Scholtz our Membership secretary for a highly efficient collection of our subscriptions, issuing of members cards and membership records. Total club membership subscriptions in 2020/2021 were c£18,000.

Membership fees next season will be £90.

The 16 home games in the 2019/2020 season produced revenue from non-members gate and programmes of c£15,000 i.e. an average home gate of c£1,000. Unfortunately, we have missed out on a Home Siam gate in May 2020 but hope to recover that position in May 2021.

Big thanks to Mike Webber and Colin Ferbrache for running the 2019/2020 season gate.

Match days have been organised by Katherine Daunt who coordinates the caterers with Chris Gnapp, who as well as being our sponsorship director, has sold and efficiently managed all the corporate lunch bookings. Take up of corporate dining on match days has continued to increase and this is now an important source of revenue for the club.

Big thanks to Katie, Megan, Mike and Chris for their match day contributions and helping to improve and transform the corporate match day experience for our committee, presidents, vice-presidents, guests, sponsors and supporters. Hopefully this will continue to improve, grow and flourish next season with more visiting supporters and more N2 local corporate dinners interested in taking pre-match lunch tables.

### **Development Plan 2020/2023**

By pulling the various components of Club and Academy rugby together, and formalising our vision, we have created an enviable sporting environment which will be at the very heart of our community, welcoming new players and volunteers, while developing all players to be the best they can be. The



strategy has been put together by candidates from the RFU Leadership Programme, borne out of the Guernsey Rugby Associations' and the Guernsey Raider's Development plans.

The six Key Drivers behind our Development Plan are as follows: -

- Retaining and Developing Players.
- Recruiting new players.
- Recruiting & retaining High Quality Coaches, Volunteers & referees.
- Effective & Efficient Facilities.
- Effective & Efficient Management and Governance.
- Integration with the Local Community.

Rugby on Guernsey remains a growing sport and this vision will enable it to continue to prosper within a recognised development framework which will include all activities, be it adult, mini & youth, women and girl's rugby.

#### **Presidents and Vice Presidents – Capital Projects**

Between the generosity of the Club Presidents and Vice-Presidents £38,000 has been raised and ring-fenced to carry out the following improvements to the Club's facilities.

	<b>Quotes</b>
Drainage of the old Club pitch	£68,000
Installing floodlights on the old Club pitch	£60,000
	<hr/>
	£ 128,000
Funds in hand	£38,000
RFU 15-year interest free loan	<hr/>
	£90,000

These figures were the lower of two competitive quotes. The drainage works have now been completed and the new 15m high floodlights will be installed in July/August ready for the new season.

The Club holds a leasehold interest in the old Club Pitch and Clubhouse by way of a lease from the States of Guernsey dated 30 August 2012 for a term of 40 years expiring 31 December 2052. The rent chargeable in the lease is £1 per year. States Property Services have agreed to extend the term of the lease to 31 December 2075 or a further 52 years.



The completion of these improvements and the extension of the Club's leases with the States of Guernsey have been beneficial generally to the club's long-term playing and training facilities as well as the Club's overall sustainability and in accordance with our development plan. After discussions with Savills Commercial Valuers Leisure Division these Leasehold interests have been revalued at the sum of £200,000 and together with the works we have carried out on the drainage and the floodlights are now included in the club's balance sheet as assets at this financial year end.

Big thanks to all our presidents and Vice-Presidents for the help with these improvements and to Justeen Baker and Simon Perry for co-ordinating this fund raising and organising the pre-match tables for our VPs and Ps.

### **Accreditation**

In 2015 the RFU introduced a new Club Accreditation scheme that will help all clubs to become stronger, more effective, more efficient and more enjoyable places in which to play rugby. Unlike other accreditation schemes, this one provides a framework for a club to show what it is doing, how it does it, and where it can improve. Guernsey RFC has renewed its RFU Accreditation this year as a result of hard work put in by all our volunteers.

Club Accreditation brings many advantages for our club, including the Sport England Club Mark. It gives the club credibility with the States in terms of negotiating the extended leases and for operating in the Island's schools and colleges and it confers the status of the RFU brand to attract potential sponsors.

### **Corporate sponsors**

Our Corporate sponsors this year have contributed £230,000 and are essential to the running of the club. Our main club sponsor is Babe who have been a stalwart now to the club for over 10 years. Other significant Club & Academy sponsors are Polygon, Castel Crest, Aon, Leapfrog, Christies, Doyle Motors, Kryz Global, Neon Sapphire, Praxis IFM, Betway, Fletcher Sports, KPMG, Grant Thornton, Daub Alderney, MSF, FNB, Bailiwick Express and Fresh Dental. I would like to thank each and every sponsor for all their contributions, both big and small and for their loyalty and generosity in supporting Guernsey RFC.

Chris Gnapp has done a great job in organising all our corporate sponsorship packages be it signboards, player sponsors, or club sponsors he has worked tirelessly to keep our bank topped up through a long and expensive season. While thanking Chris for his hard work as sponsorship Director also thank you for being the Club's firework sponsor Leapfrog again this year, a fantastic community event as well as a club fundraiser.



### **The Playing Challenges of National 2 South**

Jordan Reynolds, as DoR, has been endeavouring to recruit players to fill 4/5 gaps in the squad. After a successful season for the Raiders in London Premier South East we now look forward to the challenges faced next season in National 2 south, the highest level in the RFU structure that the club has ever played in its history.

After promotion to National 2 South our aim for the forthcoming season is to survive in National 2 South and not come back down. Jordan has planned to provide the necessary depth of players in key positions to play at National 2 level in the 2020/2021 season.

Guernsey RFC intends to remain an amateur club and we cannot meet the remuneration packages that other mainland teams provide.

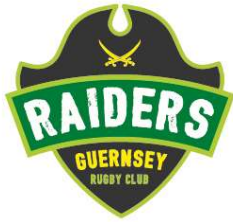
There are issues that we face as a result of promotion to National 2 and everyone involved is redoubling their efforts on the sponsorship and commercial fronts to find the funds needed.

### **Financial Challenges for 2020/2021 Season**

We have recently been put on notice by the RFU that for the 2020/2021 season no club will be receiving any RFU travel funding for one season. In the 2019/2020 season we directly received £96,000 from the RFU for this purpose and were due to receive in the 2020/2021 season some £114,000. The cost of teams travelling to Guernsey would be borne by those clubs, so the shortfall for Guernsey would be £67,000 not the full £114,000.

These RFU travel grants covered the costs of the Men's and Ladies team travel for away and home fixtures and without these funds we need to seek some external help of some kind to make up this one-off shortfall. In that regard we are pursuing two different options the Social Investment Fund and the Disruption Guarantee Scheme. Clearly, we would ideally want a grant rather than a loan that would need to be repaid with interest over 5-6 years. There is a further RFU Club Support scheme available to assist distressed clubs but that can only be applied for after all the other avenues are exhausted.

As Chairman I was due to step down after my three-year tenure completed this year and Andrea Harris is standing as my replacement. Given the present financial challenges and fundamental uncertainties I have agreed to stand as joint chair with Andrea and to carry on for one further year to help Andrea in her new role and to see the club through this difficult financial period.



### **Committee**

Big thanks to all the Committee members who are serving on the Committee this year for their continued hard work and commitment.

Thanks to those stepping down from various roles on the Committee next year (that I have not already mentioned or thanked in the foregoing) and welcome their replacements.

Particular thanks to Paul Wright for his Treasurer's contribution during a complicated period of budgetary changes.

Thanks to Carly Duchemin as the Club's Legal Counsel, yet again her skills have been needed this year.

Additional thanks to Sadie Merrien as the Club Secretary for all her dedicated hard work on the minutes and getting everyone motivated to be where they are meant to be, doing what they ought to be doing.

Rachel Merrien has done a sterling job as Club Social Secretary and we have for the first time I can remember had a significant positive monetary contribution from social events like World Cup Breakfasts, James Haskell evening and a quiz night.

As will be evident to all, the level of financial management and governance is now well beyond that of past years and as a Committee we have all had to embark on a rapid learning curve.

Further thanks to Debbie Daunt our retiring bar manager and all the bar staff for a hard-working season. The appointment of Katherine Daunt as the new Clubhouse Manager we hope will maximise the use of the club's facilities and sales.

### **Siam Cup-Amateurism & Player Eligibility**

Promotion to level 4 has not helped our argument to make the Siam an all amateur player match. We continue to press Jersey Reds for the May 2021 Siam Cup to have fewer professional players. Pleasingly, it has been agreed between the two Club's committees that there will be one less professional player in the Jersey Reds team each year going forwards from 2021 onwards.

### **Coaching Courses**

One of our Development Plan objectives is to increase the number of rugby coaches on the Island. Steve Melbourne will be running the England Coaching Award course on 18/19/26 July and Referees Coaching Awards course on 1/2 August during the summer.



### **Rocky the Raider**

Grateful thanks to Aaron Simpson for his dedication to the brand.

### **RDO & CRCs**

Big thanks for all the work being done in the colleges. The work being carried out in all the Island's schools and with other sports in increasing our membership and the interest in the game of rugby.

Based upon all of this report I am pleased to report that Guernsey RFC is at the highest level it has ever achieved both on and off the pitch, well done everybody, pat yourselves on the back. We will find a way through the current financial difficulties and go on to bigger and amateur Club success.

## **6. Director of Rugby 2019/2020 Report:**

2019/2020 proved to be a successful season for all senior men's and ladies' teams, although only the Guernsey Raiders mens side won promotion, both the Ladies and Vikings made significant improvement over the course of the season.

**Ladies** - The ladies started with a fresh new looking squad boasting 13 new players in their squad stretching the squad number to 35, the growth of the ladies game and ability to attract new players every season is a highlight to the successful program we have.

The ladies started their campaign slowly with 4 losses but managed to turn their season around with wins against Canterbury and Ashford in November. A significant turning point in their season and a reflection of the improvement they made was off the back of 2 results from London Irish Ladies, on 12 October they lost 46-12 and on the return fixture on 25 January closed that gap to a narrow defeat 24-26 and were very unlucky not to steal a deserved win.

The ladies finished 5th on the table overall and will be looking for improvements on this position in the 2020/2021 season. Kristine Vavere has decided to step down as captain of the lady's team and Tanya Scholtz will take on this role for next season. Steve Evans has also added Alex Burt to the coaching team next season. The ladies have been informed their season will start in January 2021.

**Vikings** – On their first season at Zoo 2 (level 7.5) the Vikings had a mixed season against a wide range of competitive teams. The Vikings won 11 out of 19 fixtures fulfilled in 2019/2020 until the season was abruptly finished due to Covid-19.





The numbers now in Vikings have swelled to 35 players consisting mostly of Guernsey Academy products, which shows proof to the vital player pathway developed 5 years ago.

The Vikings are unsure of the start date or the structure of their season so far, but are back into pre-season and many new faces are currently involved.

The Vikings coaching team remains the same with the only change being the addition of Johnny Breedt who will be joining the team for 2020/2021.

**Raiders** - The Raiders produced a very successful season, only dropping 2 games for the league and winning promotion from second place via a play-off structured by the RFU on a points equation. The season was unfortunately cut short with 4 games to go and the team were unable to hold onto their top spot when Covid-19 hit.

The Raiders also set a scoring record for the club and finished with the 3<sup>rd</sup> highest points scored in any league this season out of 1200 clubs in England.

Currently the Raiders are able to select from over 60 senior mens players, the largest numbers Guernsey has ever had to choose from and 33 of those were marked as regular first team players for last season.

After a great season, the Raiders mens team has been promoted to National 2 South, we are awaiting the fixtures list for the season and have 3 pencilled in start dates for 2020/2021.

1. October 2020 (Full season)
2. November 2020 (22 game season)
3. January 2021 (15 game season)

We are currently waiting on confirmation from the RFU and SoG on travel for all teams.

A big thank you to Steve Melbourne who has decided to step down as forwards coach, Steve has been an integral part of the squad for the past two seasons and he will be missed in his role. We can announce Luke Jones will join Malcolm and myself on the coaching group this season as a defensive coach.

#### **7. Paul Wright Treasurer 2019/2020 Report:**

Paul Wright presented a presentation on the financial performance for the 2019/2020 season and the draft budget for the 2019/20 season – salient points from this are listed below: -



Paul thanked Katie Daunt and Megan Jones for their help with the club administration and Craig Platt for his work as the club's bookkeeper. Once again, thanks to Craig's hard work, we were able to present the draft financial statements only 15 days past year end.

#### **Presentation Points:**

##### **2019/20 – Known Challenges**

- Keeping momentum with sponsors and supporters after relegation.
- Vikings continued support payment of £20,000 per annum.
- Managing and booking the travel for all teams (as opposed to England Travel).
- Loss of income due to no Sports & Arts Lottery raffle - £23k loss of income.

##### **2019/2020 – Unknown Challenges**

- COVID-19 and cessation of all rugby in March 2020.

##### **2019/2020 – Results/Highlights**

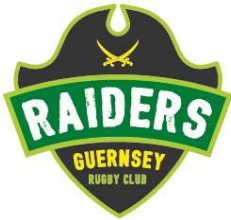
- Cash deficit of £9.7k – this is a tremendous result given the loss of revenue due to reduced bar and corporate table revenue (circa £30k), reduced gate revenue (5.5k), no revenue from Sports & Arts lottery (23k) plus no Siam Cup.
- Profitable celebrity event during the year a good blueprint for future events.
- Membership levels continue to grow.
- Balance sheet bolstered by the inclusion of a valuation of the long-term lease - £200k (draft).

##### **2019/2020 – Budget/Priorities**

- Possible cash loss of £60k if rugby begins in January 2020 due to COVID-19.

##### **Revenue Assumptions/Challenges**

- Assumes 8 home games - £70k lost revenue.
- Siam Cup Day – budgeted profit of £25k for day.
- Sponsorship level reduced by £60k (some sponsors not paying committed amounts – last year of three) plus reduced player sponsors. Note – to date half of sponsors have paid.



### **Expenditure Assumptions/Challenges**

- RFU have taken away all travel subsidies.

### **Co-Funding pay roll**

- Paul advised we had applied for the SoG £3k small business fund and also for the Payroll funding of £1,800 per month. This has yet to be received.

### **Disruption Guarantee Scheme**

- Paul advised a loan request for £60k had been submitted to Nat West and has been forwarded to the Credit Committee for their approval. The Credit Committee approved a £30k low interest loan payable over 6 years.

### **Guernsey Social Investment Fund**

- Charles Mc Hugh reported he has made an application to the SIF asking for financial assistance which is by way of a grant and not a loan and he has provided them with all a summary of our financial situation due to COVID-19. The Guernsey Sports Commission received a grant for £25k and have since gone back for a further £25k. The Guernsey Sports Commission are supporting our application with a letter of support.

### **Pin Badges**

- Martin Belcher has set up a fund raising COVID-19 appeal initiative in association with Guernsey Raiders and the Social Investment Fund to sell pin badges over a two-month period. Half of the money received be donated to charity. The target is to sell 10,000 which would provide a profit of £25k. The club will be expected to provide volunteers and players to sell the badges, and there will be charity boxes placed in restaurants and churches.

Paul advised the accounts were going to be audited by Kemp Le Tissier Limited and would then be available on request. He is also available to answer and questions if required.

- 8. Election of officers for 2020/21:** The following were elected as proposed by Charles McHugh and seconded by Martin Belcher. The vote was carried forward.

### **GUERNSEY RUGBY FOOTBALL CLUB COMMITTEE 2020/21 SEASON**



<b>DIRECTORS COMMITTEE:</b>
Chair (Charles Mc Hugh) Joint
Chair (Andrea Harris) Joint
President (Adrian Le Page) Joint
President (Martin Belcher) Joint
Treasurer (Paul Wright)
Honorary Secretary (Sadie Merrien)
Sponsorship/Director (Chris Gnapp)
Director (Ian Endres)
Corporate Compliance (Andrew Whittaker)

#### **MANAGEMENT COMMITTEE**

Chair (Charles Mc Hugh) Joint

Chair (Andrea Harris) Joint

President (Adrian Le Page) Joint

President (Martin Belcher) Joint

Treasurer (Paul Wright)

Secretary (Sadie Merrien)

Sponsorship (Chris Gnapp)

Director (Ian Endres)

Membership (Tanya Scholtz)

Director of Rugby (Jordan Reynolds)

Rugby Development Officer (Steve Melbourne)

Club Manager (Katie Daunt)

Volunteer Coordinator (Colin Ferbrache)

Social (Rachel Merrien)

Legal, Disciplinary Advisor (Carly Duchemin)

#### **FINANCE SUB COMMITTEE**

Treasurer (Paul Wright)

Book Keeper (Craig Platt)

Payments (Annie Le Page)

Events, Corp Entertaining, Sales Manager (Katie Daunt)

Club Manager (Katie Daunt)

#### **CORPORATE/MATCH DAY SUB COMMITTEE**

Chairman (Charles McHugh)

Chairman/Marketing/Media Officer/Match Day Programme (Andrea Harris)

President (Martin Belcher)

President (Adrian Le Page)

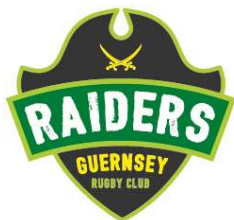
Sponsorship (Chris Gnapp)

Club Manager (Katie Daunt)

Volunteer Coordinator (Colin Ferbrache)

Match Day Engagement (Colin Ferbrache/ Mike Webber/Sadie Merrien)

Membership (Tanya Scholtz)



Merchandise/Fund Raising (**Sadie Merrien**)

**MEMBERSHIP SUB COMMITTEE**

Membership Secretary (**Tanya Scholtz**)

Vice President Engagement (**Justeen Baker/Simon Perry**)

Sponsorship (**Chris Gnapp**)

**SOCIAL SUB COMMITTEE**

Social Secretary (**Rachel Merrien**)

Facilities Booking Manager (**Graham Skuse**)

Volunteer Coordinator (**Colin Ferbrache**)

Volunteer (**Charles Mc Hugh**)

Volunteer (**Sadie Merrien**)

Social Representative 1<sup>st</sup> XV (**Megan Jones**)

Social Representative Women (**Fiona Power**)

Social Representative Vets (**Jim Elliott**)

Social Representative Academy (**Andy Creber**)

**VOLUNTEER SUB COMMITTEE**

Volunteers Coordinator (**Colin Ferbrache**)

Volunteer Manager (Men) (**Megan Jones**)

Volunteer Manager (Women) (Vacant)

Volunteer Manager (Academy) (Vacant)

**PLAYING SUB COMMITTEE**

Director of Rugby (**Jordan Reynolds**)

Lead coaches of Ladies, Vikings and Colts

**Team Coaches**

1st XV (**Jordan Reynolds/Malcolm Barnes**)

GLR (**Steve Evans**)

2nd XV Vikings (**Ray Smart/Matt Chammings**)

Vets (**Jim Elliott**)

**Team Managers**

1st XV (**Megan Jones**)

2nd XV Vikings (**Claire Gallienne**)

GLR (**Justeen Baker**)

Vets (**Simon Graham**)



1<sup>st</sup> XV Captain (**Lewis Hillier**)  
Guernsey Ladies Captain (**Tanya Scholtz**)  
Veterans Captain (**Jim Elliott**)  
Senior Academy Representative (**Peter Webber**)  
Club Ambassadors (**Mike Marshall/Phil Daunt**)

**Any other business:**

**Gate** - Wes Williams asked for clarification regarding the gate admission price which is to be increased to £10 (previously agreed by the Management Committee). Mike Webber requested that away clubs be advised in advance of the gate admission fee to avoid any issues on the day. Katie Daunt will ensure the clubs are informed.

**RFU Travel** – Graham Skuse asked about the away clubs having to pay for travel to the Island. Charles reported that RFU had proposed that all visiting teams will need to raise £3k to pay their travel to Guernsey and would have to apply to the RFU Club Support Fund if they were unable to find the money or they would have to drop the points. Charles has spoken with Terry Burwell our RFU Council member and expressed our concerns about how Guernsey would be hit the worse than any other club and that this would be disproportionate.

**Financial Obligations** – Paul Sykes asked what financial obligations we have to Academy and Vikings? Charles confirmed we do not provide and financial support to the Academy but are due to pay Vikings £21k. We are Vikings biggest sponsor but it is a vital feeder transition for players from the Academy.

**Player Recruitment** – Mike Marshall asked about player recruitment and Jordan advised that due travel problems at the moment and the need to self-isolate on arrival, new players were being brought over to Guernsey one by one.

Charles thanked everyone for attending the AGM.

**Next Committee Meeting – Monday 10 August 2019 at 18.30 pm at the Rugby Clubhouse Footes Lane**

The meeting closed at 19:50 pm  
Approved by Charles McHugh (Chairman)

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Issued: 21.07.2020