



**MINUTES OF ANNUAL GENERAL MEETING  
2016 – 2017 Season  
Held at Penrith Rugby Club  
Wednesday, 6 September 2017**

**AGENDA**

Tom welcomed everyone to the meeting and introduced the Agenda - Ref Appendix 1

**1. ATTENDANCE/APOLOGIES:**

**1.1 Attendance**

- 11 people attended the meeting – one was an Individual member of CSR i.e. not representing a club – 10 were members from five clubs
  - Carlisle - Ronnie Bell
  - Penrith - Graham Silburn, Neil Coward, Richard Utting
  - Whitehaven – Ian Lowrey, Mike Lowrey
  - Wigton – Guy Huxtable (Trustee), Jonny Irving (Trustee)
  - Windscale – Ian Richardson, Hannah Crichton
  - Individual Member – Tom Armstrong (Trustee)
- The quorum of 5 members was achieved - The constitution requires that the quorum to be the greater of 10% of the members or 5 members. The membership is made up of 12 clubs and 2 Individual Members of CSR – Total 14. So the 5-member option applies.

**1.2 Apologies**

Chris Lilley (Trustee & Treasurer) – Penrith, John Honeyman – Wigton, Mark Pearson (Kendal)

**2. INTRODUCTION**

- This is our second AGM as a Charitable Incorporated Organisation (CIO) – the first was held on 28 July 2016 – meeting constitution requirements
- The constitution also requires that the second and subsequent AGMs must be held at intervals of not more than 15 months. Also, that Chairman`s & Treasurer`s Reports have to be issued with the AGM Notification which must be sent to members at least 14 days before the meeting.
- In meeting these requirements we have had to abandon our intention – reported at the last AGM - of keeping the meeting close to the season it relates to by holding it at the end of July each year i.e. 12 month interval

A review in committee changed that when it highlighted the problems we had last year of getting the reports prepared ready for issue by 14 July - 2 weeks after the 30 June end of season... So, for this year we delayed the meeting to resolve that problem. To avoid the August holiday period the earliest date we could select was the first week in September – that is of course within the 15 months limit but still keeps the meeting further away from the end of season that we would have liked - so we have not gained much compared to our pre- CIO AGMs. We will keep a 12-month interval for future years and hold the AGMs in the first week of September.

### 3. MINUTES OF THE 2015/2016 AGM

The minutes were issued to members of Executive & Junior Committees, clubs & ES (Angela Cwaczko) and posted on the website.

On receipt of the minutes Michael Saint reminded Tom that he had not recorded his apologies for the meeting – that was corrected at the first meeting of this season`s Executive Committee. The minutes were updated accordingly.

There were no actions raised during the meeting

### 4 CHAIRMAN`S REPORT

Refer to the report that was issued with the AGM Notification – Appendix 2

Since issuing the report Tom has attended a NWRf meeting and he reported the following items from that meeting that fully support what we are trying to achieve.

#### **Grass Roots/Development Squad Initiatives – Fully support the Junior Plan**

Andy Breen has taken over from Josh Taylor as Regional Coach and these are his ideas:

- Introduce all girl`s coaching sessions
- Develop all-girls teams for friendly matches within the region and the Junior Northern Cup competition
- Increase the number of clubs in each county that are linked with clubs
- Each county introduce Inter School competitions – even if there are only a few schools involved to start with
- NWRf re-introduces the Regional Schools Championships

#### **Northern Cup – Held at Carlisle Club**

Alan Batchelor, NWRf Secretary, who has overall responsibility for the event gave a glowing report of the weekend at Carlisle – one of the best ever – great club – large & wide entry from the North of England – well run – excellent spectator support – happy weekend. On that basis the forum members confirmed that the policy for future events would stay at circulating it around the four counties of the Region. It was agreed that each county would hold the event twice before moving it on – that means Cumbria will hold it again next season. Forum members requested that it be held again at Carlisle. Ronnie has accepted the invitation to do so.

#### **Technical Development – Coaching**

Andy has ideas to:

- Carry out a Coaching survey across the four counties
- Arrange for County coaches to work together and develop a co-ordinated approach to coaching
- Upskill some Level 3 coaches to Tutor status so that we can carry out our own Coach Development courses in the Region – Paul Bell had Tutor status – he carried out the Level 1 course we held during the season

#### **Marking & Refereeing**

There was no real discussion on this – just a comment from Alan that he had been told that ES was introducing an on-line M&R course that must be taken by all competitors in ES sanctioned events. Tom feels that this is a start for addressing his concerns about M&R expressed in his report. We will keep an eye on this with interest

#### **Child Protection/Welfare**

The forum is concerned about this subject, as we are, and members were very interested and impressed in the work we have already done under Guys leadership. The general feeling was not to re-invent the wheel and duplicate work and a regional approach to meeting the requirement was suggested – with Cumbria leading the way. Tom agreed to this with the proviso that our Executive Committee would support it and Guy would take on the work. The answer was yes for both – so Guy is now CP Supremo for the NWRf – thank you Guy for readily accepting the job.

#### **NWRf Funding for CA`s**

Jim Foggitt, Chairman of the Forum, confirms the that the £750 will be paid and he feels extremely confident about the £1625 – he is waiting for final confirmation.

## England Squash

Tom expressed our concerns in the Forum meeting about uncertainty of what was happening in ES - the members had the same concerns. An extract from a note from Roger Kenyon, Chairman of Merseyside SRA, that Jim used in a letter to ES, clearly states our feelings

*"I'm just trying to find a rationale for the multiple layers of management we/ES are putting in place, and you can probably help me understand how things will fit together..."*

*For a small organisation, we seem to be creating an unwieldy structure to oversee delivery of our 'product'. We have: the Executive Team; the Board; Council; the National Forum; the Regional Forums; the proposed Association of County Associations; the counties themselves. That is seven layers to facilitate the workings of the sport, when most organisations of this size would normally be able to work with just an Exec Team, a Board, and divisional management (in this case, the counties).*

*It seems to me that Council and the ACA would have some of the same functions (although Council is largely toothless), and I can't see why we need a National Forum between the Executive and the Regional Forums. Surely, the Exec Team could/should make decisions in line with Board policy, pass funds to the Regional Forums for them to distribute to the counties, and the Exec/Board/Council or ACA monitor the delivery and results obtained. Or isn't it that simple?*

*Any thoughts very welcome!"*

### **NWR Organisation.**

Josh Taylor has been given a promotion to another job within ES at the NSC – a surprisingly quick promotion. He has been replaced by Andy Breen – as mentioned above.

## **5 TREASURER'S REPORT**

Refer to the report that was issued with the AGM Notification – **Ref Appendix 3**

We are in a sound position for reasons given by Chris – and as he says cash reserves are strong to support future development work.

Also, the reserves will be increased by the £2375 we are promised from NWR

The detailed Management Accounts are not circulated but are available for any member to see on request – these still require formal audit – **Action Chris**

A request was made that invoices for fees from CSR clubs & individual members – for League Teams & IMS – should be made at the start of each season – **Action Chris**

## **6 COUNTY LEAGUE FORMAT**

Refer to Appendix 4

The survey has been completed and Chris has spoken with most, probably all, of the stakeholders and is pleased to report that this time we possibly have a basis for change that will keep Cumbria tam squash alive and well – something we have not managed to develop after previous surveys over the years. It will not suit everyone but is a move forward from our static approach with no change that sees us getting progressively reduced support for the League.

This was presented at the meeting for information only – all involved people have copies and will have chance to speak to Chris if any loose ends need tying. There was some discussion about which scoring system to use – PAR 11 or PAR-15 – it looks as though members preferred PAR 11 - we expect that to be one aspect raised with Chris.

**Note:** Since the meeting Chris has had to change the format as new information has come forward – so for accuracy Appendix 4 is not that shown at the meeting – it now shows the new up to date information issued 10 September.

## **7. OTHER BUSINESS FROM MEMBERS**

None

## 8. CIO TRUSTEES

### 8.1 Retirement of Trustees – Refer to Appendix 1- Note1 for details

Guy retired and was re-appointed by the members unanimously

### 8.2 New Trustee

There were no nominations from the membership prior to or during the meeting for any new Trustees to be appointed. The current Trustees were however pleased to nominate Executive Committee member Ian Lowrey for such a position. Ian was appointed by the members unanimously. Congratulation Ian.

The Charity Commission will be informed –**Action Guy**

## 9, EXECUTIVE COMMITTEE MEMBERS

Refer to Appendix 1 Note 2 for details.

Refer to Appendix 5 for details of the temporary organisation/responsibilities structure agreed when we abandoned the Junior Committee. Tom in his report said that it is working reasonably well but `famous last words` - after the report was issued we had to cancel the Junior County Closed Championships from the ES designated weekend of 23/24 September – we will be holding them later in the first half of the season.

This happened because you will see as a group we effectively ignored the last note on Appendix 5 – we had no volunteers even though we reminded ourselves of the requirement in good time to organise the event.

There is no doubt that we need more volunteers if we wish to avoid such hiccups in future and place ourselves in a position where we can comfortably and effectively implement and manage our bread and butter day to day work and development initiatives.

No additional volunteers came forward from the meeting attendees – so Tom asked them to pass the requirement to their club colleagues and for anyone interested to contact him.

## APPENDICES

- Appendix 1: Agenda
- Appendix 2: Chairman`s Report
- Appendix 3: Treasurer`s Report
- Appendix 4: County League Format
- Appendix 5: Temporary Organisation/Responsibilities

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**CUMBRIA SQUASH & RACKETBALL (CIO)  
2016/2017 SEASON - ANNUAL GENERAL MEETING  
Penrith Rugby Club, Wednesday 6 September 2017, 7-30pm**

**APPENDIX 1**

### AGENDA

1. Attendance/Apologies
2. Introduction
3. Minutes of 2015/2016 AGM - Approval - Status of Actions
4. Chairman`s Report - attached
5. Treasurer`s Report – attached
6. County League Format – Results of recent club survey (21 July 2017)
7. Other Business from the Membership – Clubs & Individual Members please advise if you have any specific

business that requires AGM review – please send directly to Tom Armstrong immediately.

8. Election of CIO Trustees – Ref Note 1

9. Executive Committee Members – Ref Note 2

#### NOTES:

##### 1. Item 8

The CIO Constitution requires that after the first AGM (last July) at every subsequent AGM

*“.. one third of the charity trustees shall retire from office. If the number of the charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office....”*

Those people can then be re-appointed by the membership at the AGM if they wish to continue to give their services as trustees. The retirement based on length of service.

We have 4 trustees: Tom Armstrong, Guy Huxtable, Jonny Irving, and Chris Lilley – David Henderson was trustee but he retired during the season. So, to meet those requirements we will have one trustee to retire and that person will be Guy. As we all were appointed as trustees at the same time the constitution allows us to select the person to retire – at the last Executive Committee meeting Guy offered to be that person – he does wish to be re-appointed. We are not limited to a specific number of trustees so if any other member wishes to be considered for the office please advise Tom

##### 2 Item 9

When David retired after the Junior County Closed Championships we lost the leader of our Junior Group and with no direct replacement we realised we could not continue effectively with a separate Junior Committee, so we amalgamated it with the Executive Committee. The resignation of John Crichton later in the season made the situation even worse for us – leaving 7 volunteers to do a mountain of work. To get us by during the rest of the season and effectively lead us into 2017/2018 season we set up a temporary organisation structure with the aim of developing a more permanent structure for the future as part of 2017/2018 work. We need help, so members, if you want us to do an effective and efficient job we can only do it if we have more volunteers. Item 9 is your opportunity to give us that support. Please join us.

Refer to the website – Minutes of the 4 July 2017 Executive Committee meeting – Appendix - for details of the temporary structure.

The trustees have the responsibility and power to appoint additional people onto the committee at any time, as required to ensure the most effective day to day operation and management of our organisation – such appointments do not now require AGM approval but the AGM is an ideal opportunity for anyone wishing to be involved in a specific job to offer their service. So please do so. All existing Exec members wish to continue their services.

There may be some people who would like to help generally – not being linked to a specific area but just helping where required. We also encourage this type of support so come along and join the committee and we will sort out responsibilities to suit your needs.

#### Voting

To remind you, the voting process has changed with the new constitution. The CIO membership is made up of Clubs and Individual Members, **each with one vote**. Previously clubs had two votes. Where votes are equal the Chairman has the casting vote

#### APPENDIX 2

### CUMBRIA SQUASH & RACKETBALL (CIO) CHAIRMAN`S END of SEASON REPORT 2016/2017 SEASON

I think it appropriate to start my report by reminding everyone about my “wish list” for this season that I reported at the 2015/2016 AGM.

*“My wish list for next season is – to see Carlisle and Appleby Clubs completely refurbished and fully operational so that we can get back to some normality – and that we reverse this season`s areas of concern – I don`t see our specific objectives change at all. Our overall priority must continue to be getting more people to play squash – particularly our juniors.”*

Let me tell you how we did on it

As far as Carlisle & Appleby clubs are concerned, after fantastic refurbishment efforts managed by club committees, both were fully operational to start this season in September 2016. Congratulations to Ronnie Bell (Carlisle) and Michael Saint (Appleby) for their effective leadership in achieving those massive tasks. Carlisle Club had an excellent and very well attended opening night supported by professional players – Nick Mathew & Declan James

Reversing areas of concern is another story, as follows:

From a personnel point of view we happily started the season with Gavin in position to replace Paul as County Coach – for your interest from feedback from Ronnie, Paul is doing a great job in Scotland, as we knew he would. In a chat that I had with him he says he loves the job. Gavin has progressed very well and has taken over the duties effectively and with the gusto that is typical of him – he is doing a great job. As a result of an ES administrative error he missed the ES Level 3 Qualification course but is currently waiting for notification from ES that the 2017/2018 course is open for applications – due in September this year. As mentioned at the last AGM we will be financially supporting him on some of the costs of the course. Paul was replaced as Carlisle Club Head Coach by Liam Gutcher who has proved himself a great asset to the club and to CSR.

Last season, Mike Lowrey gave very effective support and assistance to Gavin in the County Coaching process. On the basis of that work we now formally link him with Gavin as Assistant County Coach – he is keen to increase his coaching status to Level 2 and we have some irons in the fire that may allow us to give him some financial support with that – I will expand on that later in this report.

Our assistance to both of them falls in line with our overall strategy (set by David Henderson) of giving our junior players access to the highest possible level of coaching.

That was the good news re volunteers but we have had two more major personnel changes during the season that have hit is really hard and we are suffering for them.

**David Henderson**, Junior Organiser, retired from the Junior and Executive Committees (and from squash generally) for personal reasons at the end of this season`s Junior Championships. We were very disappointed he was leaving but we fully understood his reasons and respected and supported his decision. I issued a note to the membership (also posted on the website) on 5 October 2016 giving a summary of David`s history with us – very impressive indeed. Some highlights from that note:

- He started in 1998/1999 season and gave 19 years of service on Exec Committee – whilst a member of the Exec he was also appointed as Junior Organiser in 2007/2008 season. He is one of the longest serving volunteers ever in our organisation – there are only a handful of other people who have given a similar “sporting lifetime” of dedicated service. I presented him his Long Service Award at the junior champs. There are only two other Executive Committee members who have qualified for this award – Vince Todhunter gave 29 years` service & Ronnie Harris – 26 years.

David was effective in every job he had – he was a great leader, professional in everything he did, an effective administrator and an energetic hands-on worker when required. And, equally important to me, he carried out his work in the quiet and friendly way which is the` measure of the man` - he is a real gentleman. To give him the best possible send-off the Executive Committee honoured him with this season`s Hazel Award.

**John Crichton**, Junior Committee County Team Organiser and Manager, resigned from the position in January. We are very disappointed in losing John who was involved in the work for about 13 years – in the earlier years as assistant to Liz Jackson and in recent years as the prime organiser. He was very dedicated to and effective in his work – he did a great job – I liked his outspoken approach to his work – I knew exactly where we were with him which was good. On behalf of the Executive Committee I presented him with an engraved crystal tankard as a token of our appreciation.

Our thanks to both of them – the loss of two such dedicated and very effective volunteers has left us with such an administrative gap in our Exec/Junior Committee set up (that at present has not been filled) that the only way we could operate in an effective way was to end the Junior Committee and amalgamate it with the Executive Committee. We agreed a temporary organisation/responsibilities structure (Appendix 5) to see us through the season and to give a controlled path to next season, and this is working reasonably well - but we need to do a comprehensive re-think next season to agree a more permanent structure for the future. We need more volunteers to allow us to do a good job and hope we can get them at this AGM. After the last AGM we did get an additional volunteer – Mark Pearson of Kendal – much appreciated Mark – thank you

We also had some operational problems to more complicate the season and increase the workload:

As you are aware, for the various reasons discussed at the last AGM, we only fielded one Inter County Team this season – U17 Boys. The team did well getting to the trophy final – but for administrative problems related to excessive parental demands re the expense support we give to junior inter county teams, that we could not meet, we had no alternative but to withdraw the team. Not a good situation at all.

Also, we had a complaint from one of our juniors, about team selection, playing order etc. in one of the U17 IC Stage matches. We carried out a formal investigation and effectively resolved it.

On reviewing both of these incidents we realised that we were contributory to them with our lack of formal documented policies and procedures. With some priority we have resolved that and we now have both `expense` and `team selection` documented policies in place and are in process of communicating them to payers & parents. **Action Jonny**

Our lack of success in recent seasons in significantly increasing participation at grass roots level on initiatives that we were progressing as part of an ES development programme, the problems we experienced in getting buy-in from players & parents generally for Inter County Team competitions, the fact that this season`s Junior County Closed Championships was the worst supported that David and I can remember – with only 25 entries – 18 boys and 7 girls – and other things made us realise we needed to do something different to try to move forward and create more interest in what we do.

This has resulted in the excellent Junior Plan (JP) developed by the Executive Committee under the effective guidance and administration of Jonny & Guy. That plan was finalised after an open meeting of the Exec, club members & parents. The plan is fully documented and all clubs have copies so I am not going into much detail about it as you can all see it at your clubs. The plan is in several parts and I am pleased to report that after much vigorous debate we agreed to address each part. Major aspects of it that are currently being progressed include:

**Regular County Academy Coaching by Gavin & Mike** - open to all juniors – the “Academy” approach rather than the previous “County Squad” approach takes the emphasis off elite county squad players and focuses more on development squad players - but of course still includes county squad players who are interested.

**Inter County Teams** – even though we suspected we would still experience a general lack of interest from the elite county players we decided to have another go for 2017/2018 IC Comp. We were right and we have only ended up with a boys U13 team. We are disappointed but are looking at it as a start and hope that as the Junior Plan progresses interest will return and we will gradually get county teams to cover all boys and girls age groups.

**Direct Coaching Assistance to Clubs/Schools** – Give the services of the County Coach & Assistant Coach to clubs/schools that have requested such. This is already taking place at some of them. A few clubs already had in-house junior coaching activities in place and did not need this support – this is excellent and supports the initiative.

**Survey all clubs** to review with them what we are doing and get their opinions on it and see if they have ideas for any other activities they would like introduced to promote interest in squash. The County Coach is doing this and will report to the Executive Committee - for review and action.

In addition to these, supporting the JP but not part of it, some local, ES and North West Region Forum special activities have, or will be, taken place for junior development and creation of interest for junior and adult members, as follows:

- **Special coaching and awareness initiatives** open to all county clubs have or are to be held at Whitehaven (Gavin Stephenson`s Summer Half Term Camp) and at Carlisle (Liam Gutcher`s Carlisle Club Junior Challenge Series)

- The NWRP **Northern Cup** was held at Carlisle Club on 1&2 July – very effectively managed by Liam who was Tournament Director

- Josh Taylor`s **ES Inspire Roadshow** will be held at Windscale Club in September

- **Penrith Club Junior Championships** open to all Cumbria Clubs

- **Bronze Junior Open Championships** held by Carlisle Club

- **Invitation from Lancashire Squash** next season to get Lancashire clubs involved with our clubs in inter-club competitions for grassroots players. Also, to join in with special training sessions and other events being held at Lancaster University – we have accepted the invitation

So, we may be struggling with our elite County Teams but I am very pleased we are still trying with them – and I am delighted with the wide ranging work, as above, we are doing for our grass roots and development squad players.

To complete the list of this season`s activities for general interest of all people involved in our organisation - juniors and adults - we once again successfully hosted the **South African Knights** touring team at Windscale and Carlisle Clubs. Two great events that we were told by the Knights made Cumbria one of the best venues on their tour programme – for support and hospitality – maintaining our reputation.

Our major focus this season has had to be with junior activities but we must not forget our other responsibilities of being a County Association. The list is long but includes technical development, protection of our volunteers and provision of men`s and women`s competitive activities.

**Technical development** – as mentioned earlier, we have actions to qualify our County & Assistant Coaches to higher levels, we held the annual Qualified Coach Workshop at Carlisle with Paul Carter as tutor – 8 coaches attended, and we held a level 1 Coach qualification course with Paul Bell as tutor - 9 delegates – 5 of them juniors - so we are not doing so bad on that discipline. What I remain disappointed about is that we don't give any formal M&R instruction – which I think is bad for a progressive county that I believe we are. I would like to see more emphasis on it and still think formal M&R instruction should be part and parcel of our County Academy coaching process – I will keep trying to convince my committee colleagues that this needs to be done. M&R is a major development initiative in the NWRP Development Plan that has just been submitted to ES as part of our funding application – so other NW counties look at it as I do.

**Protection of our Volunteers** – At the last AGM I mentioned that as well as becoming a CIO with its protection for committee volunteer we were also working on:

- *Public Liability Insurance*: This season ES has arranged continuation of such insurance for the next 12 months, for a range of volunteers, including those working on County Association committees.

- *Child Protection*: We have decided to give a high priority to this after many years of talking about it and only paying lip-service to meeting requirements. Guy, supported by Mark, is in process of researching requirements and is making good progress in guiding the Exec in understanding them and how to move forward. He has been appointed as CSR Welfare Officer. We mean business this time. The current drive by ES on CP/Welfare supports this work.

**Men's & Women's Competitive Activities**: The only events we have for men are County Leagues, Inter County teams at Open age, Over 50 and Over 65 and Men's County Closed Championships. The only event we have for women is the County Closed Championship. There is a wide range of events we dropped for good reasons over the years (such as men's and women's age group county closed championships, women's age group IC teams) that I would like to try to re-introduce, because player circumstances and attitudes change over the years and we should try again – we may be surprised.

I mention Men's County Leagues and we have concerns about the progressive reduction in team support for that competition particularly over recent seasons – as you know we had to abandon the Women's League. We realise we need to do something to try to get more interest and reverse the situation but after several club surveys we have not found an answer. After recent requests from some individuals and clubs to have another look at the situation we have decided to do another survey and have given clubs/players a few suggested alternative ways of structuring the league to review. Section 6 of the agenda will give the results of that survey. Also, I am sure Chris will also give you details of this season's league performances

At the last AGM I was excited to report that the initiative to build a new squash club at Netherhall Community Sports Centre, Maryport, had been re-vitalised and was in the pipeline again. The meeting I was promised with the new Headmaster of Netherhall School to follow-up on that was not organised so it looks as though the project has been shelved once again – how disappointing.

One other area where good progress has been made is in **the upgrade of our website** which I believe is almost complete. The site is a major part of our communication system and has been upgraded because the current system is becoming more and more redundant and as a result more and more costly to technically support – eventually that support will be withdrawn – also to ensure compatibility with mobile phones and tablets. One action from the debate around communications was to ensure the minutes of 2016/2017 season Executive Committee meetings are posted on the new website – **Action Tom & Jonny**

I will end my operational comments and feelings with information about our **financial situation**, additional to what Chris will be discussing in the Treasurer's Report.

### **North West Regional Forum funding for CAs**

When thinking about funding for our organisation we were delighted about the £2000 development grant we received last season. Also, we were excited about the £9500 that we were told would be available to us from the Forum this season if its application to the National Forum for £38000 to cover development expenditure for the four NW counties was approved – that feeling changed because early this season we were told it had been withdrawn. There was more confusion as the season progressed - funding was on then it was off several times. To cut a very long story short with good news the current situation is that we will be getting a £750 share of an interim grant (£4500) to the NWRP from ES early season (I was not aware that) and an additional £1650 which will be Cumbria share of the £10,000 grant the Forum is claiming for from the National Forum to finance the Region Development Programme. This “came out of the blue” and we are told that we will definitely get it – I hope so but things can change very quickly – we will see.

The forum is instructed to hold £3500 of the £10000 for talent development in the region, leaving £6500 to split between the four involved counties - £1625 each. This is very low compared to the original £9500 we expected but knowing that Sport England Funding to ES over the next 3 years has been reduced from £13M to £8M – maybe we should be very pleased.



## **Chamber of Commerce (CC) Financial Grants for Training**

Grants are available from CC to Cumbria businesses to a total of £8M available up to July 2018. They are to support training for personnel employed by an organisation. We have spoken to a representative of CC to see if financial support for Gavin & Mike to increase their coaching qualifications to higher levels (as mentioned earlier) meets application criteria – the answer was yes – we are working with CC on this.

Let me report now about:

## **ENGLAND SQUASH**

I mentioned in my report last season about ES restructuring and as things are moving fast I think it appropriate to give you a reminder of what is being done and why.

Sport England provides finance to sports governing bodies and really calls the shots. It was unhappy with ES for not meeting its player participation targets and threatened to reduce financial support if something was not done – part of that threat resulted from a concern SE had about poor ES governance, efficiency and effectiveness. The budget has been reduced as I mentioned earlier

As a result ES reviewed its national structure and made many significant changes to resolve those concerns. That work continued this season.

One change that was finalised in 2015/2016, and I reported at the last AGM, was to introduce a new Regional Forum Process to formalise county association delivery at a regional level, thus increasing partnership working between the Governing Body, County Associations (CA`s) and other key local partners to drive participation within the sport. As a result 8 regional Forums were set up across England each one responsible to the National Forum which was the doorway to ES.

This season the situation has become chaotic – there has been a mountain of correspondence - I will give you a flavour of it.

SE is still not happy, has significantly reduced the budget to ES and has put more and more pressure on it to take more effective action - this has resulted in more organisation changes (for your interest Angela Cwaczko has been made redundant). At the same time to try to help the situation some people within County Associations who were unhappy with the operational relationship between County Associations and ESs have expressed their concerns to ES Board – and as a result an “Association of County Associations” has been formed to work with the organisation – some information suggests that the Regional Forum process is being abandoned because of this but the NWRP says this is incorrect. Alongside all of this, ES has set up a “County Association Working Party” with CAs which seems to be in conflict with the new association – this is confusing to us and we are not sure what the big picture is.

As well as organisational and structural changes taking place, ES operational priorities have changed – for example the emphasis on how it manages the initiative to increase player participation has been changed. It appears that ES has been told by SE that its major objective is to maintain participation – rather than show demonstrable growth. This encourages its focus on major organisations such as the military, sports centres and universities to ensure that is done. The means that the onus on general development in the counties, especially junior development, now clearly falls onto CAs and clubs. We understand that the grants we are getting via the NWRP must be used to help to finance that and other local development initiatives we have – any additional funding required will have to be obtained by local self- funding, sponsorship & other in-house processes.

One of the organisation changes was that Josh Taylor was appointed Head Coach at NSC & NW Regional Coach

This gives you some idea of what is going on – we will keep you informed with future development

As well as the above, ES is considering a change to membership and affiliation processes and its “Membership Working Group” has produced “England Squash Membership & Affiliation Proposal”. Feedback for it was requested from CAs and unfortunately because of the relatively short time we were given to review it and other priority work we did not do the review – I am sure your clubs will be contacted about it – that may even have happened now – so you will be involved with the decision making at some point in the process.

## **THANKS TO OUR SPONSOR**

I can't report at the AGM without mentioning our sole sponsor who gives us financial and other support. I will remind you of the details of it

- **Thomas Graham (Roger Smith – Managing Director)**

The original 10 year agreement with Roger would have ended this season 2016/2017 – but last season he generously extended it to 5 more seasons after that i.e. up to and including 2021/2022 season. The sponsorship includes £1000 cash per year to junior activities, squash shirts for all county players – junior and adults – and hoodies for junior county team players with player's names – how lucky are we?

Roger – we can't thank you enough for such generous support that is very much appreciated

## **CONGRATULATIONS**

Each season I am pleased to acknowledge and congratulate special achievers

- David Henderson (retired) – The Hazel Award – CSR Long Service Award
- Adam Reid- Men's County League Player of the Year
- Alfie Wells – Matthew Allison Award
- Mike Lowrey – Appointment as Assistant County Coach.
- All winners of our County Closed Championships, County Leagues and League Cup. Special mention for Paul Bell for being the county champion for the 10<sup>th</sup> time & Victoria Bell for the 8<sup>th</sup> time.
- The Over 65 Inter County Team that won the Stage 2 promotion Group beating Yorkshire and Lancashire, so winning a place in the national finals where it came runners-up to Sussex. The team members were Terry Belshaw, Trevor Musson & Chris Lilley
- Terry Belshaw for being selected for the England Over-65 Team in the Home Internationals in Ireland – he won all his games. And for finishing number 2 in the O65 National rankings.
- Terry Belshaw and Ronnie Bell for getting to the semi-finals of the British Open Over 65 event
- Adam Goad for winning the French Junior Open championship and for being selected to play for England's U15 Team in the Five Nations Tournament
- Eve Driver for being selected to represent Scotland in the European Team Championships in Portugal

Well done and congratulations to them all

## **THANKS FOR SUPPORT**

A can't end my report without thanking the clubs and people who have supported us during the season

- Everyone who has entered our competitions and attended other activities
- Clubs and individuals that have supported us in any way – including giving their facilities free of charge – this applies to all clubs.
- Stephen – Hazel Tait's son for presenting The Hazel Award. Also to Ray Tait and his wife Carolyn for coming along to support the award ceremony. Until the last five seasons when Stephen took over Ray had presented the award every year since it was introduced in 2005. The family is very pleased and proud to continue this support in the future and we are delighted to invite them to do so.
- Angela Cwaczko – ESR Participation Manager – for her continued support for our organisation in all of the years she worked with us. We are sorry that she has been made redundant by ES and wish her very well for the future
- Bridget for continuing to maintain the website in a very effective way and generally support Guy & Jonny in its development
- John Graham, Accountant for Penrith Rugby Club, for auditing our accounts

- Last but not least my colleagues on the Executive and Junior Committees for their good work and dedicated services to our organisation and, in providing it, for giving up many hours of their valuable time. As usual it has been a pleasure working with you. A special thank you to David & John for their many years of dedicated service – we wish them both well in the future

A few comments to end this report:

I started the season with some apprehension related to the problems we had to resolve and that was exacerbated when we lost two key volunteers. But, after the good work of the Executive and Junior Committees in facing up to the circumstances and taking positive action to find solutions I now feel that we will make the progress that will get the organisation on course again.

One proviso is that to achieve this and develop the organisation even further, which is equally important, we need more volunteers on the Executive Committee. So please offer your services later in the meeting.

As I said at the last AGM, I don't see our overall objective to change at all – once we get back on course our priority must be to continue to focus on increased participation in our sport – particularly our juniors.

Many thanks for reading this report.

Best wishes for a good 2017/2018 season and all successes to our players

**Tom**

12 August 2017

**Cumbria Squash & Racketball  
Accounts Year Ending 30<sup>th</sup> June 2017  
Treasurer's Report – Provisional**

**APPENDIX 3**

These accounts are provisional due to expected income streams still be received.

<b>Summary</b>	<b>2016-17</b>	<b>2015-16</b>	<b>Change</b>
<b>Overall Income</b>	£8,738	£5,294	£3,444
<b>Overall Expenditure</b>	£5,730	£6,111	£381
<b>Overall Profit/(Loss)</b>	£3,008	-£817	£3,824

1. Bottom line profit of £3,008 compared to loss of £817 last year.
2. Income up £3,444 on last year £8,738 vs £5,294:
  - Grant monies for Junior Development of £3,000 brought forward from last year.
  - Despite fielding two less teams, income up by £60 to £780; last year Appleby's and Carlisle's team and affiliation fees were waived, following their respect flood damage.
  - Club affiliation fees up by £301.
  - Junior income for coaching and competitions down by £366 and £240 respectively.
3. Expenditure down by £381: £5,730 vs £6,111.
  - Senior Inter County expenses down by £1,808, mainly due to home fixtures and reduced overnight stays.
  - £450 support cost of nine level 1 courses.
  - Junior competition expenses down by £682, due to only one team entered – U19 Boys.
  - Junior coaching costs up by £1,183.
4. Senior section profit of £1,502; Junior profit at £1,506, although latter supported by £3,000 of grant money.
5. Cash at year end in Bank/Building Society stands at £9,827(£8,403).

6. Overall, a very mixed set of accounts, but cash reserves strong to support future junior development.



Chris Lilley  
15<sup>th</sup> August 2017

**APPENDIX 4 COUNTY LEAGUE STRUCTURE – FOR 2017/2018**

All, since my email earlier this week, Penrith A have decided to stay in League 2, now making the teams in each league 5/7/5, as follows:

League 1	League 2	League 3
Carlisle A	Appleby	Carlisle D
Carlisle B	Carlisle C	Kendal C
Dalton	Kendal A	Penrith B
Wigton A	Kendal B	Whitehaven
Windscale A	Penrith A	Wigton C
	Wigton B	
	Windscale B	

Not a problem but it does cause some strange fixtures in minimising the number of teams at home for Carlisle, Wigton & Kendal. See attached. Those clubs with multiple teams at home are shown in colour. Suggest these are changed for your own club?

To summarise:

- Teams of four
- All leagues to start Tuesday 10th October.
- League 1 teams to play PAR11, unless the majority of teams prefer to keep PAR15?
- League 2 and 3 teams to play PAR15. With 4-player teams, PAR11 would mean very short matches and evenings. For information England Squash Inter County teams for all age groups 50 and above play PAR15.
- Leagues 2 & 3 will combine to play in the B Comp Cup, see attached Cup Draw.

**Can all clubs please let me know asap who their team contacts are going to be for the new season?**

**APPENDIX 5 CSR ACTIVITIES & RESPONSIBILITIES FOR THEM**

I have been thinking about the rest of the seasons activities and what we need to do to prepare for next season - we must be sure that we cover everything and be clear about who is responsible so that we end the season effectively and do our preparation work in a timely way so that all we need to start next season well is available at the start of it. This is my idea for one way of doing that - it is a starting point for review

**GENERAL MANAGEMENT**

Tom

Chairman  
Secretary  
Executive Committee Meetings  
AGM  
NWRP Meeting  
Generally overview all activities

#### **FINANCIAL MANAGEMENT**

**Management Accounts** - 2016/2017 for AGM

Chris & Tom

**Income & Expenditure Budgets** for 2017/2018 - start preparing for these so that they can be completed at the start of the season

Chris & Tom

**Sponsorships/Grants** - we will need extra money if we decide to to implement all aspects of the Junior Plan -we need to start looking

Tom & Ian

**NWRP Development Funding** - close liaison with the forum on this

Tom

#### **COMPETITIONS**

**County League** - preparation for 2017/2018 Leagues

Chris

**Northern Cup** - Organise Cumbria Teams - help Liam wherever requested

Guy, Jonny & Gavin

**Inter County Championships 2017/2018**

Enter men`s & women`s teams

Mike & Ronnie

Enter- boys & girls teams?

Jonny & Gavin

#### **COUNTY ACADEMY COACHING**

Schedule and carry out coaching sessions

Mike, Gavin

Manage coach fees & player charges processes

Ian & Chris

#### **DEVELOPMENT OF JUNIOR ACTIVITIES**

Manage & progress the Junior Development Plan

Guy, Jonny & Gavin

Complete the procedures for IC team selection & finance

Guy

Communicate the procedures to parents/juniors and post on website

Jonny, Gavin

**CHILD PROTECTION** - continue to develop CSR safeguarding process

Mark & Guy

**COMMUNICATION & WEBSITE** - general management of the site to ensure recent information is posted

Jonny & Bridget

**JUNIOR COUNTY CLOSED CHAMPIONSHIPS** - Will be held around end September so preparation work will need doing several weeks earlier. David has always done the work and we have had no reason to discuss it since his retirement so I am leaving this open to see what you think and maybe we will get a volunteer (s).

???