



**MINUTES OF ANNUAL GENERAL MEETING
2017 – 2018 Season
Held at Penrith Rugby Club
Wednesday, 24 September 2018**

...

AGENDA

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

1. ATTENDANCE/APOLOGIES:

1.1 Attendance

- 13 people attended the meeting – one was an Individual member of CSR i.e. not representing a club – 12 were members from seven clubs
 - **Carlisle:** Ronnie Bell, Victoria Bell
 - **Penrith:** Chris Lilley, Neil Coward
 - **Whitehaven:** Ian Lowrey (Trustee), Mike Lowrey
 - **Wigton:** Jonny Irving (Trustee)
 - **Windscale:** Ian Richardson, Hannah Crichton, Barbara Telfor
 - **Brampton:** Bill Armstrong
 - **Kendal:** Mark Pearson
 - **Individual Member:** Tom Armstrong (Trustee & Chairman)

- The quorum of 5 members was achieved so the meeting was held- 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 1 Individual Member of CSR – Total 13. So the 5-member option applies.

1.2 Apologies

John Honeyman – Wigton,
Guy Huxtable – Wigton (Trustee)
Richard Utting - Penrith

2. INTRODUCTION

- This is our third AGM as a Charitable Incorporated Organisation (CIO)
- For reasons documented at the last AGM, this and all future AGMs will be held in September i.e. 12 month interval to meet constitution requirements
- To meet constitution requirements we “must give at least 14 days clear notice” of the AGM to members and include the Chairman’s and Treasurer’s reports with it. The Notification and Chairman’s report met this requirement. The Treasurer did not have all relevant information to complete his report in time to do so – it was presented at the meeting.
- Refer to the Agenda – Appendix 1 – for details of other constitutional requirements to be addressed during the meeting

Section 4.2 details some recent new information and comments made during the meeting

- There is no "Other Business from the Membership" on the Agenda.

Ian Richardson suggested that we limit the formal business to 30 minutes and use the remaining 90 minutes to discuss the future of squash in Cumbria and what can be done to increase participation at all levels. This was rejected by the Executive Committee on the basis of the instruction for Item 6 on the Agenda. Ian's intention is excellent but the committee is already giving priority to increased participation in various ways and that work will be continued and extended next season in a controlled way as will be detailed in 2018/2019 Activity & Development Plan. Such work will involve discussions with the people involved. It is considered inappropriate to shorten the AGM, the most important meeting of the season, to have an open discussion on work already in the pipeline.

3 MINUTES OF THE 2016/2017 AGM

The minutes were issued to members of Executive Committee, clubs and posted on the website

3.1 Approval of Minutes

Approval was given at the first meeting of the 2017/2018 Executive Committee meeting. Members at this meeting fully endorsed that decision.

3.2 Status of Actions from the Minutes

All completed during the season

- 2016/2017 Accounts Audited
- IMS & League Team Fees for 2017/2018 requested by Treasurer at the start of the season – this to be done in each future season – all members are expected to follow the request
- Inform Charity Commission of Ian Lowrey as a new Trustee
- Ensure minutes of 2016/2017 Executive Committee are transferred to the new website
- Complete the communication of the new IC procedures for Inter County to junior players and their parents

4 CHAIRMAN'S REPORT

4.1 Chairman's Report - Refer to Appendix 2

I have made some minor changes to the Chairman's Report I issued with the AGM notification, to include information that I had missed or had not been reported to me up to the time of writing it. Also, because I had to prepare the report in a hasty way to meet constitution requirements for its issue, on reviewing it I realised that I could have expressed my thoughts in a clearer way in a few sections of it. I have made changes accordingly, hopefully to assist clarity & understanding. The report referenced above is the updated version.

4.2 Meeting Comments and New Information

This is some recent new information sent to us and some comments made by the members during this meeting.

From the Meeting

This is additional to the information presented by Tom in his report above (4.1) - as mentioned in Section 2 above.

CSR Privacy Policy

Mark advised the meeting that the final presentation of the policy was with Jonny for circulation to members and posting on the website.

TG Sponsorship – Promotion Extension

Chris reported that the work to extend advertising for TG has been completed in close liaison with Roger. TG will be highlighted on the County League score sheets and results cards that he presented at the meeting and both look good.

Child Protection

During Tom's report on CP the question was raised – "Do CSR policies cover clubs?" The answer is no, they need their own policies. Obviously they will link with the CSR policies in some areas so there will be some integration. We will work with them in those areas and help where we can giving general advice and direction

Junior Development

In Tom's report he mentions concerns about slow progress on seeing benefits of the Junior Plan and the associated poor support for the Academy process but, because it has not been reported to him, has not mentioned the progress made in introducing school children into squash. From discussion in the meeting it was reported that a few of our clubs have very good school/club links that have created more participation and interest in the sport – but those children are not good enough yet to be introduced to the Academy coaching process. So, we may be making slow progress but there are signs of moving in the right direction

New Information

Resignation from the Executive Committee

On the 20 September 2018 Jonny, in a very nice e-mail, advised Tom that he is resigning from the Executive Committee. He has been promoted at work and the workload of the new job will severely impact his ability to continue on the committee and perform as well as the role deserves. The job will require a lot more working hours, a far more varied working pattern and more weekend working than he does now. He regrettably feels that it is best to step down at this point rather than doing the county job a disservice.

He still wants to be involved in squash in Cumbria and is keen to remain a trustee if voted into the position again at this meeting. Ref Agenda. Appendix 1 – Note 2. He did offer to continue his work in organising next season's (2018/2019) Junior County Closed Championships – a kind offer that Tom readily accepted – but will relinquish all of his other duties as of this meeting.

On behalf of the Executive Committee, Tom reluctantly accepted his resignation and approved that he should remain as a Trustee if re-elected. As a person with the wide experience in our organisation that he has, having developed through it as a junior and senior player and as a member of our Junior Committee and Executive Committee, he will be a great asset to us in that role – on a consultancy basis.

He also thanked Jonny for the excellent work he has done on the Junior & Executive Committees. One excellent example is the work he did in paving the way for our current Junior Plan – he was author of the following document that was the basis of plan development – **Cumbria Junior Squash: A Vision for the future**. Because of this work, Tom had secret thoughts that Jonny would develop to be the next David Henderson

We are sorry he has to leave the Executive Committee but understand and support his reasons. We also congratulate him on his promotion and wish him all success in his new job. – he will be a great miss.

ES New Membership & Affiliation Process

As mentioned in the Chairman's report, ES is still working on this in liaison with clubs & CAs. As part of this Linda Taylor has recently advised that ES has compiled a short survey to capture the thoughts of all concerned and requests our support for it. Clubs will have been advised about this by Linda.

5 TREASURER'S REPORT

5.1 Treasurer's report – Ref Appendix 3

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

Finances are expected to be boosted again from the North West Region Forum as detailed in the Chairman's Report

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

5.2 Windscale Club IMS

On 27 July 2018 after observation in Executive Committee about the dramatic drop in Windscale Individual Membership Subscription from £488 last season to £212 this season Chris sent an e-mail to Ian Richardson asking for him to review the declared numbers and give an explanation.

At this meeting Ian brought up the subject and elected to give the explanation to the meeting – after some debate Chris accepted the situation.

When Tom asked Ian to please follow the normal procedure of responding directly to Chris, giving him the details in writing (e-mail) to maintain accounting records, he categorically refused to do so.

6. OTHER BUSINESS FROM MEMBERS

None – Refer to Section 2

7. CIO TRUSTEES

7.1 Rotation and Re-election

Refer to Appendix 1- Note1 for details

Jonny & Tom retired and were re-appointed by the members unanimously

7.2 New Trustees

There were no nominations from the membership prior to or during the meeting for any new Trustees to be appointed.

8. EXECUTIVE COMMITTEE MEMBERS

Refer to Appendix 1 for details of how we operated this season and the request for more volunteers.

No additional volunteers came forward from the meeting attendees. This is very disappointing particularly as Jonny has resigned from the committee, something Tom did not expect when writing his report... He says it is difficult to stay positive when the very low administrative/management base which we operated with this season, with difficulty, has been reduced even further. As he says in his report this situation will be the top priority item at the first Exec. Committee meeting of the new season.

You will see from these minutes the extent of the work we do now, the problems we have had doing it and remember that there is a lot of work not being done so it is essential we get more volunteers.

Tom asked members to go back to their clubs and as quickly as possible try to drum up more support – **All clubs** Clubs, we work for you so the future for the effective operation and management of our organisation is in your hands.

APPENDICES

Appendix 1: Agenda & Organisation Structure

Appendix 2: Chairman`s Report

Appendix 3: Treasurer`s Report

**CUMBRIA SQUASH & RACKETBALL (CIO)
2017/2018 SEASON - ANNUAL GENERAL MEETING
Penrith Rugby Club, Monday 24 September 2018, 7-30pm**

APPENDIX 1

AGENDA

1. Attendance/Apologies
2. Introduction
3. Minutes of 2016/2017 AGM - Approval - Status of Actions
4. Chairman`s Report – to be issued prior to the meeting
5. Treasurer`s Report – to be issued prior to the meeting

6. Other Business from the Membership – Clubs & Individual Members please advise if you have any specific county-wide business that requires AGM review and decision making, Please do not include any initiatives that are already planned and are in progress as a result of ongoing Executive Committee work – examples of this are County League and Junior Development. Please send directly to Tom Armstrong as soon as possible.

7. Rotation & re-election of CIO Trustees – Ref Note 1

8. Executive Committee Members – Ref Note 2

NOTES:

1. Item 7

The CIO Constitution requires that after the first AGM (28 July 2016) 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 selection based on length of service from appointment.

We have 5 trustees: Tom Armstrong, Guy Huxtable, Jonny Irving, Chris Lilley and Ian Lowrey- who was appointed at 2016/2017 AGM. So, to meet the requirement two have to retire from the three remaining longest serving. As Guy was in the hot seat at the last AGM (and was re- appointed) the longest serving members are Tom, Chris and Jonny who were all appointed at the same time when we achieved CIO status. Under such circumstances, the constitution allows us to select the trustees to retire – Tom & Jonny offered to be them – they would both like to be re-appointed. We are not limited to a specific number of trustees so if any other members wish to be considered for the office please advise Tom and with members approval will be appointed at the AGM.

2 Item 8

We operated the season with an Executive Committee of 7 direct members + 2 external support personnel - as shown on the attached organisation chart. We knew we had a big task ahead of us to integrate junior activities into the main committee work alongside all of the other work we had to do - and at the same time try to do an effective and quality job across the board. We were on a learning curve and have managed to meet the season's requirements but we have struggled as you will see from the Chairmen's Report. You will see from the chart that members have more than one job and we need more help to spread the work, so members, if you want us to do an effective and efficient job on a continuous basis we can only do it if we have more volunteers on the Executive Committee.

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



CS ORGANISATION
STRUCTURE 2017 20

Cumbria Squash & Racketball (CIO) CHAIRMAN'S AGM REPORT 2017/2018 SEASON

APPENDIX 2

I have written this report on the assumption that you have read the minutes of the last AGM and the Executive Committee meetings held during the season. My idea here is to give you a flavour of our work without going into too much detail which is comprehensively recorded in the minutes those meetings.

We started the season with two main objectives:

- To effectively manage the organisation with the revised format Executive Committee resulting from the need to amalgamate the previous Junior Committee with the Executive Committee.
- To effectively manage the first year of the Junior Development Plan

All of this work to be done under the umbrella of our main and continuous overall objective of getting more people playing our sports (squash & racketball) – juniors and adults, with particular emphasis on juniors.
Let me focus on them before I address other aspects of our work.

Executive Committee

At the last AGM I reported that we had developed a temporary organisation structure to see us through the 2016/2017 season and give us a controlled pathway to prepare for this season Refer to Organisation Structure chart in Appendix 1
We managed to get through the season and did some good mainly administrative work but from the beginning, with the exception of the County League, we had problems in managing competitions and tournaments, a situation that created a lot of inefficiency, frustration and reduced control in what we were trying to do. I don't intend to give specific details in this report but will summarise them in the following list.

- No member is willing to be a “David Henderson” and take overall responsibility for the combined junior activities
- Reluctance of members to take responsibility & ownership of specific competitive events
- Members waiting for me to remind them that competitions, other activities/requirements are coming up and action is required – If I miss to do this as sometimes I do, it can lead to problems.
- Poor communications member to member, not timely in some cases and sometimes not at all. My policy is to keep all members fully up to date with what we are doing – even if they are not directly involved, and I do that –but it does not always work the other way and I don't get that feedback in some cases which makes it difficult for me to keep my eye on everything and know what is going on. There are a few instances highlighted in this report where I don't have the information to give to you.
- Few people to do a lot of jobs as the Appendix chart shows. This results in some important jobs not being done at all – e.g. Income & Expenditure Budgets, Activity & Development Plan, and Trophy Management etc. etc. Also, members have no time to even think about some of the jobs that enhance the image of our organisation – such as creating honours lists for all of our competitions on the website.

In the above list most of the items create frustration but others can have a big effect on a lot of people and our operational processes. Also, they make us look unprofessional. For example, this showed itself in the 2017/2018 Junior County closed Championships normally held in September/October each season – the ES calendar date. We had to delay it and could not get it organised for the first half of the season and eventually held it in January 2018.

At that time we promised ourselves that this would not happen again but “famous last words” it did and once again we have had to cancel the September date for the 2018/2019 competition because we left it too late to give ourselves time to organise it in an effective way that would give players good notice of it to encourage good support.. We are currently waiting to see if we can reorganise it for some time in October. I don't think we will achieve that.

These are general concerns and do not apply to all members all of the time - as I said earlier some very good work has been done during the season across the board. We are on a learning curve and will improve and how we do that will be discussed at the first Executive Committee meeting in the 2018/2109 season. This will achieve some improvement but without question the main reason that inhibits effective Executive Committee operation is that we don't have enough volunteers on it. I hope that changes when we get to Item 8 on the Agenda. If we don't improve our members will lose trust in us managing effectively.

Junior Development Plan (JDP)

We have completed the first full year of the 3-year plan but are already having doubts about its effectiveness in increasing junior participation in clubs across the county. Also we are experiencing a general lack of support from juniors for the Academy Coaching aspect of it – which is a concern to us – so do we need to revise the plan or modify the way we operate it?

As well as having to investigate the reasons for the above, the situation was further exacerbated during the season when we were advised by our County Coach (Gavin) – in October – he was resigning from the position as a result of a long term injury problem that inhibited his coaching technique. He said he was prepared to continue in the job until round about September 2018 to allow him to meet commitments assigned to him in the JDP.

This started a series of events, first of all to appoint a new County Coach as soon as possible to allow that person to work alongside Gavin to get established in the requirements associated with the job before the September deadline. Our Assistant County Coach (Mike) was selected and accepted the job. One understanding was that he would have to get Level 2 coaching qualification – we would finance for him.

We had given a similar offer to Gavin to get his Level 3 qualification but because of his resignation he turned that down. After Mike accepted the job, he gave much thought about the commitment he would have to give to do it effectively, and decide in April 2018 he could not guarantee that and withdrew his acceptance and of course the opportunity to get Level 2 qualification support from the Exec..

So, back to square one, what should we do? We had already decided that we needed a comprehensive review of the JDP and now obviously had to include this coaching situation in the review. We agreed that part of the consideration should be to question the need for a dedicated County Coach. To do the review we have appointed a small sub-group of Executive Committee members. To give this sub-group something else to consider Gavin has now advised us that he has had an improvement in his injury situation and now could continue coaching. He has requested us to consider re-establishing him as County Coach. We don't want to act hastily and have decided that a decision on that can only be made when we get the findings and recommendations of the sub-group. In the interim period we will be continuing with the existing JDP and offered Gavin the opportunity to continue his normal work in it - without any promises for the future – he accepted

The sub-group will keep in mind David Henderson's strategy made several seasons ago that we all supported

“Our intention is to give our players access to the highest possible level of coaching”

We were already following this with our offers to Gavin & Mike – as mentioned above. We are already considering such offers to other coaches as part of the 2018/2019 Activity & Development Plan (ADP)

We have collected a lot of information for the sub-group to consider since the JDP was introduced – for example from County Coach direct contact with clubs, club surveys, discussion with Dave Box, information from NWRP etc – so it has a lot to work on.

The above are our main problem areas that we intend to sort out – **now let me report on some of the successes we have had during the season**

County League

The new County League format mentioned at the last AGM was finalised by Chris in liaison with involved players and implemented for the season. A major change is that it is made-up of 4-player teams. It was decided to run it for the season and then review it – that review has been carried out with very positive results that supported continuation for another season with a few minor changes made on the basis of the season's experience. 17 teams entered

As a result of the change to the reduced player format, to reduce the financial burden on clubs the team fee has been reduced from £60 to £50

Chris will be updating the rules procedure to meet the new requirement.

The following more administrative based initiatives were carried out with great success

Child Protection & Safeguarding

We started the season with Guy (CSR Welfare Officer) leading a review, with the Executive Committee, of the 14 CP policies with the aim of customising them to the CSR way of operation in way that of course still meets legal requirements for the well-being of our juniors. That work is complete and the policies are posted on our website

We said we would help the NWRP by doing the groundwork and sharing our information with the other 3 NWR counties – that has been done and at a NWRP meeting I recently attended we were commended for the work and thanked for it.

Our next step is to review all of the policies and determine what we as individuals in our committee need to do, if anything, to ensure we meet their requirements. Training may be one requirement for example

This CP work plus our organisation being a CIO and having cover of ES Public Liability Insurance gives comprehensive cover to all volunteers and adult and junior members of our organisation.

General Data Protection Regulations (GDPR)

This is new and like me I am sure that you are all aware of it from the Privacy Policies you will have been receiving at home from the companies you deal with.

We as an organisation need to provide such a CSR Privacy Policy and have done so under Mark's leadership. He is in process of finalising it and issuing it to clubs and other involved people. It will also be posted on the website.

Mark has been appointed as CSR Data Manager

The next step is for committee members to review who holds what data and reduce duplication wherever possible and practical consistent with maintaining operational effectiveness

Website Upgrade.

The upgrade work reported as starting at the last AGM has been completed effectively giving us the benefits recorded in the minutes of that meeting

Liaison with the North West Region Forum

We continue to play an effective part of forum operation and are accepted as a major player in it. Refer to forum information later in this report.

South African Knights

January 2019 is the time for the next visit of the SAK team – Once again we have accepted the offer to host the team. Carlisle & Windscale Clubs have once again readily offered to open their facilities and give free hospitality to the players.

Some things that did not go as planned – in addition to those for the Exec Committee & the JDP mentioned earlier

Men`s & Women`s Competitive Activities

The limited competitive activities we have for men and women are well documented and this season I had the intention of starting to change the situation by as a first step re-introducing Men`s & Women`s Masters (Age group) County Closed Championships. Unfortunately other squash work did not give me time to do that but I have not given up and have recommended to the Exec that we add that as an initiative on the 2018/2019 ADP

Chamber of Commerce Financial Grants

As reported at the last AGM we were convinced by a CC representative that funding would be available for our County Coach and Assistant County Coach to attend courses to increase their coaching qualifications to the next higher levels. That representative was replaced by another (by CC) who told us that we had been given misleading information and that funding was not available for that – apologies were given

Information on our competitions and events – local & NWRF

Men`s & Women`s County Closed Championships

Were held at Carlisle on 20/21 January 2018 – not very well supported

Paul Bell won the men`s championship for the 11th consecutive time and Victoria Bell won the women`s event for the 9th time

Boy`s & Girl`s County Closed Championships

Were held at Carlisle Club on 14 January 2018

22 boys entered covering all age groups U11 to U19 – not many in each age group - disappointing

Only 3 girls entered but insufficient to run a competition – so there were no girls` championships - worrying

This situation plus last season`s championships that gave the lowest entry in memory is very disturbing and re-enforces the need for us to be successful in our junior development programmes.

Josh Tang won the Matthew Allison Memorial Trophy

Northern Cup

Was held at Carlisle Club on 30 June & 1 July 2018. I was told by the NWRF organiser that it was a very successful event in Cumbria once again. Unfortunately I could not attend being out of the County.

Under the new format started last season each of the four regional counties gets the event on two consecutive years – this was our second year so unless the format changes it will be over 6 years before we will get it again. We have hosted two very successful events so we have set a high bench mark for the other counties to follow

County League Cup Finals

Were held at Windscale Club on 24 March 2018 – a very successful event as usual

Ben Hetherington of Carlisle Club was chosen as Player of the Year

As usual at this event the Hazel Award was presented – this season to John (Jake) Musson of Windscale Squash Club.

The Inspire Road Show

This new NWRF initiative introduced this season was held at Windscale squash Club on 3 June 2018. It was a well-supported and entertaining day – covering a selection of events. It was really a trial to see if it would be continued at other locations in the Region in future. At the recent NWRF meeting I attended the answer was yes. We and Windscale Club were congratulated for the way the event was promoted, supported and for the hospitality provided by the club. Andy Breen the coach hoped that the benchmark we set would be achieved in other counties.

Inter County Championships

We were only in the position to enter the following teams: Boy`s U13, Men`s, Men`s Over 50 & 65.

I have had no reports sent to me about the results, other than the great news that our men`s Over 65 team won the National Finals – fantastic.

We are in-process of entering teams for 2018/2019 competition – I have no details of them other than the Over 50 & Over 65 teams will be entered.

By ES directive all entries have now to be made on line.

NWR Junior Closed Championships

Were supported by some juniors – they independently entered – held 9 & 10 December 2017

Club Junior Open Championships

These were held at Penrith & Windscale clubs – these are the only club competitions I have been advised of – apologies for missing reporting any others that have been held

Now let us look at some procedural work we carried out

We developed procedure for:

Eligibility rules for entering men`s & women`s county closed championships.

We reviewed and approved existing procedures:

- Selection of Junior County Teams

Note: We don`t have such procedure for Men`s, Women`s and Men`s & Women`s Masters county teams and have been in this situation for many years – for well documented reasons that have not changed over the years we will continue to select these in an ad hoc way.

- CSR Financial Reserves policy

Future Procedure update – we intend to update the County League Rules document to mirror the new league format and the various rule changes associated with it

Under the same procedural heading we had lengthy discussion on the eligibility rules for becoming a member of CSR

Reviewing the CIO constitution we realised that the rules it gives for being a member of our organisation are not the same as the rules we have applied for many years – we agreed that those established rules must be maintained. Alternatives were to revise the constitution which we were reluctant to do or to prepare an Executive Committee Bye-law – we chose the bye-law.

This has still to be prepared and will read as follows:

To be a member of CSR Individuals must either:

*- be a member of a Cumbria Club that is affiliated to CSR by the IMS system **and** is affiliated to ES by ES Club/Sports Centre affiliation process*

OR

*- be an Individual Member of CSR via the IMS system **and** an Individual Member of ES independently organised with ES*

To end the local part of my report I need to mention our special efforts to support a club in trouble to ensure we don`t lose it.

Workington Junior Squash Cub

We were advised that this small club based at Workington Sports Centre, with one adult member and 8 juniors, was quickly running out of money needed to maintain its regular weekly coaching sessions with the County Coach. The money was required to pay for the coach and cover the high court charges requested by the Centre.

The club was using a grant previously organised by one of its members some time ago, that was quickly running out, and some small weekly payments from players and parents. With such a small club membership the club did not have a significant subscription base or other income to provide a meaningful funding to cover costs. We were asked if we could help in any way on a temporary basis to give the club a breathing space until it could organise to be self-funding.

Although it is a small club it has made its mark in our organisation in developing players who have done well in local and ES/Region competitions. The players are very keen participants and are frightened they lose their club. We immediately said we would help, we certainly did not want to deprive the juniors of their well-established coaching service and don`t want to lose a club anyway. We would not finance the club directly but would try to get another grant to support it and we have been successful in doing that. It will keep the club running until the end of the year at least – by then we expect it to have made successful steps to self- financing.

I would like to mention ES & NWRP initiatives, problems etc. but there is so much going on that it would not be appropriate in this report – I will report few things that we have done in the county this season re those organisations;

North West Region Forum

I continue to act as CSR representative in the forum - that is made up of Chairman of the forum (Jim Foggitt from Merseyside) and the Chairmen of the four NW region counties – Cumbria, Lancashire (Bernie Gill), Merseyside (Roger Kenyon) and Cheshire (Alan Batchelor). We try to meet four times per year

Meeting with Linda Taylor – Head of Strategic Partnerships for ES

Linda asked me if she could meet with the Executive Committee as part of her duties to meet with all County Associations to get first- hand information of how they are managed and operate and of course to meet the people involved. On 19 April we held that meeting that was very informative and interesting. It gave us the opportunity to ask questions and get information of various ES initiatives

NWRF Visit to Carlisle Club

The Forum members were very concerned when Carlisle club flooded for the second time and were very supportive of Ronnie and the fantastic work he and his team had done in getting it back in operation so effectively and so quickly. Jim Foggitt wanted to see the club personally and to thank Ronnie. He came with Roger Kenyon and met with me and Ronnie. It was a great visit and Jim & Roger thought it was one of the best clubs they had ever been to. A feather in the cap of Ronnie and his people.

NWRF Development Funding

It is the Forum understanding that £15000 is on offer from ES for each Region in the 2018/2019 season. Of that, £12000 is for development in the associated counties. The money will only be given on the basis of a documented development plan for the Region that is based upon the development plans for each county – Jim is preparing that. I have presented Cumbria plan to support Jim`s work. We agreed in forum that the £12000 if we get it, should be split equally across the four counties.

You will see recorded in meeting minutes that I was expecting another £625 outstanding from last season grants from the Forum – I have been told by Jim that I must have misunderstood the situation because that is incorrect – my records do not support this but `so be it`

ES New Membership & Affiliation Process

A lot of communication and discussion has been initiated by ES on this, with us and clubs. We have not recommended any changes to the way we operate yet but did discuss the initiative with Linda Taylor at our meeting – we are waiting for more information from her to help us to better understand the implications of the alternatives being recommended by ES. I am sure clubs will also be in ES communication process and their committees will be discussing the subject.

County Association Network (CAN)

Until this season the CAN organisation has given an informal consultancy service to link ES activities with those of the National & Regional Forums & County Associations. This season CAN has been formally integrated into the ES communication structure. Refer to the appendix to this report for a structure diagram to show how this works.

Alan Batchelor, mentioned earlier, is the Chairman of CAN. He and his colleagues in the organisation have some strong feelings about how ES “uses” CAN and do not think it is in the best interest of effective support to the above organisations. A lot of infighting is going on that I am keeping away from.

Regional Development Initiatives

There are many good initiatives that have been identified by the NWRF. We have a lot of other work to sort out before we can get involved with them but I am recommending to the Exec that we include the following in our 2018/2019 ADP – it will fit into what we are trying to achieve

Technical development

- **Coaching**

- 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. If you remember, Paul Bell had tutor status and held a Level 1 course in 2016/2017 season

- **M&R Instruction**

We are the only county in the forum that is not promoting M&R instruction. I am suggesting including short M&R sessions in some, of our Academy coaching sessions, based on **Alan Batchelor`s book Squash: How to Mark & Referee** that was issued to many of our junior players and some clubs a couple of seasons ago – I have wanted to do this for several seasons now – and think it is essential for our player development that we do so. Also maybe holding a formal M&R workshop. Alan would be delighted to act a tutor if we go ahead.

Lancashire Junior Squash Invitation

The invitation mentioned at the last AGM has been followed up on one occasion by a few of our juniors & County Coach - they visited Lancaster University to join in with a junior coaching day. I think that such cross-county association is just what we need to widen our junior development scope and encourage our junior development sub-group to incorporate it into any new plans it comes up with,

John Gibson – Previous North West Region Manager for ES

John announced his retirement from squash during the season. He retired from the ES job a few years ago and has concentrated his squash work in a very big way that has been very effective, at Leyland Club since then. He has decided to call it a day for family reasons. I am sure you will all remember that it was John who brought our organisation onto the ES squash network across

the country in a big way – he made us a major player on the squash map. That work was continued in a very effective way by Angela Cwaczko who was made redundant in 2016/2017 season.

He has told me that working with CSR Exec, clubs, players and everyone else involved, gave him more pleasure than working with any other county. It is compliments of this nature that are all I need to make the work I do in our organisation worthwhile.

To end this report

SAD NEWS

I regret to have to place on record the following sad news:

The deaths of two of our well known and well liked squash colleagues from Carlisle Club during the season:

Alastair McFee who died 9 January 2018 – he was 84

Derrick Leaver who died 10 July 2018 – he was 66

I reported these at the time to the membership – those reports are posted on the website.

I reiterate our sadness and condolences given to their families and squash friends

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 2016/2017 season – but in 2015/2016 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 and squash shirts for all county players – junior and adults – how lucky are we?

During the season we tried to widen the promotion base for Roger and offered some ideas – there is no progress on this yet.

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

- John (Jake) Musson of Windscale Club – The Hazel Award winner
- Ben Hetherington of Carlisle Club - Men`s County League Player of the Year
- Josh Tang of Workington Junior Club – Matthew Allison Memorial Trophy winner
- All winners of our County Closed Championships, County Leagues and League Cup
- The Men`s Over 65 Inter County Team that won the National Inter County Finals The team members were Terry Belshaw, Trevor Musson & Ronnie Bell.
- Dave Box for being chosen for the Over 50 England Squash Team
- Terry Belshaw for being chosen for the England Over 65 Squash Team

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.
- Carlisle and Windscale Clubs for once again agreeing to host the South African Knights touring team in January 2019

- Ray Tait for presenting The Hazel Award. Also to Ray`s wife Carolyn for coming along to support the award ceremony – she does this year after year. The family is very pleased and proud to continue this support in the future and we are delighted to invite them to do so.
- 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 Committee 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 few comments to end this report:

As you will realise we have some hard work to do to meet our objectives but we have some excellent volunteers on the Executive Committee and I know that they will make every effort to work with me to 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. There is so much more we could do. I am a` half full` person and I encourage all of our volunteers to work with the same attitude – things get very frustrating at times but we can always find solutions to our problems so don`t get discouraged and enjoy it as I do.

As I said earlier, 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 2018/2019 season and all successes to our players

Tom

11 September 2018.

Next Page - **ES COMMUNICATION STRUCTURE WITH THE COUNTY ASSOCIATIONS**

APPENDIX 3

Cumbria Squash & Racketball
Accounts Year Ending 30th June 2018

Treasurer's Report

| Summary | 2017-18 | 2016-17 | Change |
|-----------------------|---------|---------|---------|
| Overall Income | £7,045 | £8,618 | -£1,572 |
| Overall Expenditure | £4,988 | £5,730 | £741 |
| Overall Profit/(Loss) | £2,057 | £2,888 | -£831 |

1. Bottom line profit of £2,057 compared to £2,888 last year.
2. Income down £1,572 on last year: £ 7,045 vs £8,618:
 - Main reason was net grant monies for Junior Development down by £1,250.
 - Senior team income up by £70 at £850. Team fees were reduced to £50 but number of teams went up from 13 to 17 with the change to 4-player teams.
3. Expenditure down by £741: £4,988 vs £5,730.
 - Coaches Workshops expenses down by £450 (last year's support cost of nine level 1 courses).
4. Senior section profit of £1,799; Junior profit at £258.
5. Cash at year end in Bank/Building Society stands at £11,168 (£9,827).
6. Overall, a good set of accounts, which will allow us to support both junior and club development.

Chris Lilley
23rd September 2018