

## **Minutes of Coolhurst GMC Meeting**

**Held on Zoom 7 May, 2020 at 6.00 pm**

Present: Tzvetelina Dimitrova, Nigel Hutchings, Michael O'Callaghan, Charlie Logan, Stephen Nardelli (Chair), Peter Hilton, Martin Hearn, Martin Zinkin, Bob Taylor.

Guests Andy Watson, Paul Harris

1. Apologies None.
2. Previous minutes Agreed.
3. Tennis and Squash including post-lockdown considerations

SN there is talk of an impending government move to unlock tennis. We should start to think about getting ready.

MOC wondered if we would need to consider controlling tennis access once the lock-down eases. We may be in a situation where we will still have some proportion of the membership base not renewed.

MH would prefer to give detailed thought to this only after we have some specifics on any new government guidance.

MH: Do we have a transition period where we charge for courts rather than operate via subscriptions as usual? Perhaps there would be hand gels on the side of the courts.

SN: Maybe there should be a separate session on this when we have a government update.

CL: we will probably be thinking about how squash returns from June. I am assuming we don't play competitive squash until October.

4. Update on finance and cash flow

There is £125k in the bank. We need to pay Chiltern the last part, c £16k. We have now received £9k for furloughs – this is part of March and part of April.

We are starting to see government suggestions it will be possible to part-furlough.

BT: There is some argument that the accountant role could be furloughed, especially as there are few payments coming in. Making payments in a voluntary role as Treasurer.

SN: Well done. Good news.

5. Grants and funding – Update from Paul Harris and Andy Watson

APW: We looked at LTA – cash available is refund of registration fee. (This has been dealt with). Apart from this there are loans available. There is help for coaches (MZ: Coaches are aware of this).

SN: We are looking at Haringey for their support for a community programme. Coolhurst is such a great club, a beautiful facility. We are not looking for grants from Haringey itself. We should also aim for support from Islington and Camden councils.

APW would you like us to prepare a “brochure” i.e. a proposal that can go forward as part of grant applications? SN – yes.

This will be worked on by Paul Harris and Andy Watson, taking input from Tennis and Squash secretaries.

Paul H identified money in the Sport England emergency fund and applied for £10k.

Paul H we will also need to consider how to relaunch the Club. (There is relaunch funding available).

SN a programme could also open the Club up to new members, young people. A new programme must not negatively impact members. We know we have capacity in day time squash.

We need to determine what court availability we can use without impacting the existing membership.

DT wondered if we could offer disabled sport. SN: this is something we could look into.

#### 6. Grass court conversion project

CL let the contractors in to paint the former grass courts. Oil damp in the tarmac is preventing the job being finished. The work has been re-timetabled for next week.

#### 7. Communication with members, blog, book club

MOC and DT reported that the next book club pick will be the lyrics of Bob Dylan’s new 17-minute masterpiece *Murder Most Foul*. Discussion date Saturday June 6<sup>th</sup> 3.30 pm.

#### 8. Any Other Business

8.1 MH raised a point from a member who would like to be able to advertise a flat for sale to members. The committee was supportive of members being able to communicate with each other. Action MOC to look into setting up a page on the Club website that members can use. MOC would take entries by email and post them.

DT: Could we have a chat forum where members could put messages that everyone could see?

8.2 MH raised the point that the GM's contract has a bonus element, and that any KPIs (Key Performance Indicators) will have been impacted by lock-down.

(Paul H and APW left the meeting at this point at the request of SN.)

CL put the bonus scheme in place, and helped Gerald write the bonus structure. It will be for Steve as Chairman and therefore General Manager's line manager to recommend bonus level, taking into account data on key performance indicators sourced from Bob. CL: my clients all have bonus schemes that have been scrapped on the grounds we are in a crisis management situation. We should assume this year's bonus scheme is dead.

MH thinks a bonus element of a general manager contract is in principle inappropriate. A General Manager cannot change the total membership numbers.

MZ: I believe marketing/GM actions can affect membership numbers.

MOC: In summary the line management action is to take these factors into account when proposing the level of bonus payment.

(Secretary's note: usually sensitive HR matters discussed at GMC are recorded in a confidential appendix. In this case the discussion is about matters of principle, not specific to an individual's pay or performance, so regarded as less sensitive).

9. Date of next meeting

14 May, 6pm.

Meeting ended at 7pm.