

## **Minutes of Coolhurst GMC Meeting**

**Held on zoom Monday 15<sup>th</sup> October, 2020 at 18.30.**

Present: GMC members: Michael O'Callaghan, Stephen Nardelli, Martin Zinkin, Tzvetelina Dimitrova, Charlie Logan, Nigel Hutchings, Martin Hearn, Peter Hilton.  
General Manager: Sarah Luther,

### **1. Apologies**

Bob Taylor (apology, flu), Paul Adderley (no apology).

### **2. Minutes of last meeting**

These were agreed.

### **3. General Manager update**

SL had provided a detailed report and proposal on staff restructuring before the meeting. Included were various role changes and the proposal that the Accountant role should change from reporting to the Treasurer to, instead, reporting to the General Manager.

There was some discussion of the details of new roles and reporting lines. It was noted that the Accountant contract was written in 2011 before we had a General Manager. SL pointed out that there is an apparent contradiction since the newer GM contract states that the GM is in charge of all employees, but the Accountant contract says the Accountant reports to the Treasurer.

Currently the GM cannot manage the Accountant nor influence the Finance function since the Accountant can currently appeal to the Treasurer, and of course currently these are the same person.

There was an extended discussion.

MH: If the Club has a General Manager, then the GM should have the needed authority. The GMC should confirm that the GM has overall responsibility for day to day management of the Club as stated in the GM's contract. If not, the GMC should say that the GM's contract should be changed. If confirmed, it follows that all staff including the Accountant report to the Club General Manager.

MOC: We should support the proposals our GM has submitted. A proposal to outsource accounting had been brought to the GMC in 2017. Coincidentally it also proposed using the Xero accounting system.

PH: Club processes are more complicated than people realise.

MZ: When the outsourcing proposal came to the GMC in 2017 I didn't agree it in part because I was worried about what might happen if it went wrong. No GMC member would have picked up the pieces.

CL: I would not be happy agreeing a major change such as outsourcing accounting without input from the Treasurer.

SL: I discussed these proposals in a meeting with Bob. One problem is that I cannot get passwords to certain systems.

Outsourcing accounting was not at this point agreed.

Action: Bob Taylor to provide input on the outsourcing proposal.

Decisions. The following were unanimously agreed:

It was agreed that the Accounting Role will now report to the General Manager.

The other staffing changes as proposed in the paper SL submitted to the meeting were agreed.

#### **4. Squash**

An update from England Squash is imminent as Covid restrictions are currently tightening.

#### **5. Tennis**

MH: we are considering closing the membership. We are thinking about this so that members do not have a problem booking courts.

MZ: I am writing code to analyse court usage. I will share this. We are analysing moving to mixed subscription/court usage system. Tennis members will be surveyed as to this possible future change.

The analysis shows there is little justification for mid-week membership any more.

PH agreed.

#### **6. AOB**

SN: I am meeting Bioregional at the Club to look at making Coolhurst an eco-Club.

There was discussion about putting the Balloon up. It is in course of construction, but new Covid rules might mean we cannot use it.

#### **7. Next meeting**

5.30 pm, Thursday October 22<sup>nd</sup>