

**STRATFORD UPON AVON BSAC**  
**ANNUAL GENERAL MEETING 2017**

Held on Thursday November 16<sup>th</sup> at Stratford Town Football Club at 9.30pm

(20 Members plus Committee attended)

1. **Apologies for absence:** Kirsty Manning, Robert Muntz, Russell Thompson, James Thompson, Peter Virgo, Clare Virgo, Richard Talbot, Jon Hardman, Mark Jeffrey
2. **Approval of the Minutes of the 2016 AGM:** Proposed: David Williams;  
Seconded: Jay Scott
3. **Chairman's Report – Peter Talbot**

This is my first report to you all as Chairman and it is almost exactly 12 months, since I took on this role.....in actual fact it has been 371 days and some of you may well be thinking where the hell has the time gone? I was thinking that to myself at the 6 month stage and that this role was straightforward and nothing major occurs to take up much of my time and I was enjoying the role.....but how things can change, so please hold onto this and I will come back to it in a few minutes.

The existing committee members are all capable people and get on very well with their jobs and all falls into place quite well.....sure there are questions and disagreements within but nothing major and all has been resolved amicably.

I am the type of Chair that does like to delegate and that is easy as everyone has a specific role, so even that is done for me! I don't intervene unnecessarily so, leaving them to get on with what they are doing but they all know that I am an actively involved Chairman too and that I want to know what is going on and that I will offer help and advice when needed.....fortunately for me this is not often. As I said, they are capable people and they have my full support.

Formally, I would like to thank each and every one of you on the committee, for all that you have done during the past 12 months.....you have made my job easier.

It was suggested, by Mark Jeffrey last year that we re-incarnate the Summer BBQ and this was led by Angie Deaves as Events Officer, helped by Mark and with a great deal of work, being done prior to, during and after the day's event by Ellen Noakes.... her organizational skills clearly coming to the fore....we must remember this!! The BBQ was a great success on many counts and I would like to thank those 3 in particular.....albeit there were of course many of you that helped out..... and finally on this, plans are afoot for next year too.

One major change that you are all aware of, was made in respect of the boats, which was to move Portia to Salcombe, following a suggestion and offer to the committee from Russell Thompson. This, I believe was wonderful, a win/win situation. For the

club in particular this gave us a second site with easier launching opportunities, access to more dive sites and significantly reduced costs, as Russell's offer was to include storage and servicing costs, circa £1000 per year. This has worked out extremely well as Portia is being used more frequently than ever she was in recent years, primarily by trips arranged by Lynne Bunker yet ironically very little use, if indeed at all, by Russell.

However some negative comments directed at Russell has caused him to withdraw this offer, and buy his own RIB, thus we are back to covering all the associated costs. This is extremely disappointing and annoying, yet totally understandable from his perspective. As I said, we had a win/win situation but those negative and personal comments have ruined this arrangement and of course we again now bear the costs of circa £1000 per year.

Whilst on the boats, I have asked you all for an opinion and although only a few have shared thoughts with me, it has led to the conclusion that we should and will continue with the current arrangement, of keeping and maintaining both boats, with Portia in Salcombe and Hornet at Lyme.

Both boats are being used reasonably frequently and this was not previously the case for Portia; they are both 'written off' as far as the accounts are concerned so only cost us the annual standard upkeep.....of service, repairs and storage.

There have been some suggestions about replacing both with one bigger boat....but few can tow what we have so is this really viable, I think not.

Other suggestions are to replace the engine on Portia as she is underpowered.....but this is only in comparison to Hornet or is it just that Hornet is overpowered in comparison to Portia? The net cost to replace the engine is circa £10k, so again is this really viable or even necessary, again I think not.

More suggestions were as I expected and totally ridiculous but at least it brought lighthearted emails to my inbox! Examples include replacing them both with a submarine or a seaplane or a luxury diving bell...there were also many drink fueled suggestions borne from a Red Sea trip that were equally ridiculous.... but I'd forgotten most of those before breakfast the following morning!

Concluding the boats, I propose to maintain the current status for the next 2 years, monitor the usage and if that usage declines we must seriously reconsider if both boats are required, so do not forget the saying, 'use them or lose them!'

Finally, I am still trying to arrange for both boats to be brought back to Stratford over the winter months so that they can have some TLC and be available for 'boat familiarization' by some of the newer or less experienced members, in the capable hands of some 'old sea dogs'.....I'll keep you posted on this.

Training.....I believe that we now have a very good training regime and that the training days that have been introduced and organized by the TO over the past 12 months have been a great success. I have been involved in all of these days and they have run very well and all trainees have commented that they have 'got a lot out of the day'.

It has been especially beneficial in helping to bring members together and to get to know each other better, by diving/training as a group, having some fun, banter and a beer together afterwards. This enhances the club ethos. These training days, I know take a lot of organizing and until I joined this club, I didn't really understand the phrase 'herding cats'..... These days get trainees organized, without them having to do much themselves but only if they are truly committed to diving and the commitment is two-way.....diver to club and club to diver.

There have again, been some negative comments about a TO that didn't attend the pool on a Thursday.....firstly we all have a life away from diving and if that role was to suffer because of this I would be the first person, as Chairman, to deal with it. This is first and foremost an admin and organizational role and therefore one that is suited to the current TO extremely well.....the DO is at the pool and clearly sees and reports back on what is happening, as do I occasionally. I would like to make it very clear to each and every one of you, that the TO has my full and unequivocal support in all that has been done for the clubs training program.

I said in my opening few words that I was enjoying the role and the straightforwardness for the first 6 months..... but then things changed and to be honest they have only got worse, especially during the last couple of months and lately, I have questioned my own resolve; however I am resolute.

As you are aware, we had the unpleasant event of 25th May 2017 and this was unfortunate, disappointing and time consuming to deal with, especially over my family holiday period but I accept this as 'part of the job'.

Since becoming Chairman, I have wanted to bring greater transparency to all that takes place within the club and what happens behind closed doors such as committee meetings, so as to avoid rumour and misinformation.

This is why I took the decision to email you all with updates on what had happened, what I was doing about it and what the outcomes were.

Ultimately, I simply asked both individuals to apologize to the club and we would move on but unfortunately one member would not acknowledge any wrong doing and as such would not apologize.....regretfully he chose to resign from the club and this was a sad loss..... but we must all remember that the club is far more important than any individual.

More recently.... and again for transparency's sake, life as chairman is being made almost unbearable, the time required to deal with this particular issue is now somewhere in the region of 15-20 hours, with dozens of emails, extremely long phone calls to concerned members, BSAC for guidance and clarification and so, so many calls to the DO and TO and none of this includes the sleepless nights!! This is due to the behaviour of one member.....a request has been made of the TO to facilitate a training program for a specific individual that is not felt to be appropriate and as such was told that this was not possible and reasons were given.

I know that many conversations took place between TO, DO and some of the OWI's, advanced divers within this club and myself, purely as Chairman, prior to the TO saying no. Furthermore, guidance was sought from BSAC.

This decision was not accepted by that member and everyone was asked to reconsider and what followed was in fact an appeal and although I allowed both TO and DO to make their own decision, I did get involved and talked to some of the parties concerned that gave original opinions and then, for almost an hour, to a National Instructor at BSAC.

The TO has carried out similar actions and spoken to another National Instructor at BSAC, who agrees with the decision and fully supports it.

The overriding factor here is that BSAC set out guidance and that individual clubs such as ours must implement their own interpretation of those guidelines, based upon the type of conditions that the club regularly dive in. This is what I like to refer to as 'Club Rules, Rule' and that the DO will decide and have the final say on any diving related matter. This has been done thoroughly and I am satisfied that the DO has acted appropriately, as has the TO.

I was then asked in an extremely aggressive and demanding email by the member to provide only a simple 'yes or no' answer to a particular question.....rarely is this possible without compromising yourself or someone else as was the case here. The content of the email was extremely derogatory to the TO and another member who is, as far as this matter is concerned, a totally irrelevant individual.

To conclude, I emailed my final response over a week ago to the member which fully supports the original decision and fully supports both the TO and the DO. I also stated that I consider this appeal to now be closed, yet the emails continue to bombard my inbox and all contain what I believe are 'veiled threats'. I have chosen to ignore these, however, in a telephone call from that same member yesterday I was asked why I hadn't responded and how I should change my mind and encourage the TO and DO to do likewise. Then came the statement that the member would be teaching the individual during the coming months whether the committee liked it or not and we could do whatever we wanted to. Even this morning there is yet another email!

I have discussed this with the DO and agreed that I would email both concerned with a directive to not breach Club requirements or instructions from the Chairman and the DO, this will be sent by me as Chairman, if I am re-elected following the installation of a new committee this evening.

This is not about an individual's training program being denied, quite the contrary, as I personally have offered to help and the DO has suggested that when that individual is felt to be ready, he will arrange for specific help and training if necessary, should a course not be imminent.

This is about the belligerent attitude of one member believing that everything should and must be done their way and that everyone else is unqualified or incompetent for the role they carry out within this club; roles that you the membership elected only 12 months ago.

I as an individual would not put up with this behaviour yet as Chairman, I have given a great deal of latitude to this member but this must now be dealt with firmly and decisively. This is not pleasant but again no one person is bigger than this club and if the rules cannot be followed, you will either leave of your own choice or be asked to.

I have also suggested, as it is not within my remit as Chairman, to instruct the DO, that he and the TO do not enter into any further discussion and that the matter be closed.

As you can see there are some issues that take up a lot of my time and this is frustrating and unfortunate; it is accepted as part of the job but it is not pleasant or acceptable particularly from a longstanding member.

This clearly does prevent me trying to spend time on other things, positive and useful things, such as wanting to look into obtaining another grant to possibly purchase an electric membrane type compressor and if there is anyone who would like to get involved in this please make yourself known over the coming weeks, before I ask....and there is one member that I have set my sights upon!!!

To close, I must apologize to you all for ranting on and having to use this format of a Chairman's report to address the negativity and unpleasantness, that to be honest comes from the same source but I thank you for your patience and hope for your full support, if we are to move on.

#### **4. Diving Officer's Report – Miles Howarth**

The dive club has been fairly active this year with  
284 fresh water dives,  
290 British sea dives,  
855 abroad,  
Total: 1429 dives this year.

This is considerably more than the total of 913 last year and the 1330 for 2015, but the high total of overseas dives is partly due to the 2 liveboard trips to Thailand and the Red Sea which fell within one year in the club calendar.

I'm pleased to say that another year has passed with no reported incidents.

It would be nice to see an increase in the number of British sea dives so I would again encourage you all to think about organising trips, either on hard boats or the club RIB's and let's get the calendar started. Just remember to get any trips sanctioned by the Diving Officer and all logs to be handed in promptly, and definitely by 1st November 2018 so I can collate the numbers for that year.

## **5. Treasurer's Report- Geoff Russell**

Many thanks to Chris Prichard in assisting and auditing the accounts.

(Spreadsheets in appendix at end of Minutes – Sec.)

### **SUMMARY**

**In Summary the Club finances for this year are very similar to the previous year 2015 – 2016**

**A precis of notable issues is:-**

#### **Income**

Subscriptions up by circa £500 due to new members and retention of existing addressed by last year's committee.

Pool - £400 down on last year due to pool receipts. Try Dives matching last year's income again supporting the pool to provide net profit of £800. Many thanks to Lynne for her sterling efforts again in this regard and for the many members assisting with Try Dives. Suggest next year's committee addresses lower pool receipts.

Training Materials – The increase in expenditure is due to the Sport England Grant now being exhausted. The fact that costs exceed income is due to some undercharging realised during the year that the committee has now addressed and some income still due for training materials handed out. Pleased to note that better control of stocks is now being exercised.

Equipment Hire up by circa £300 due to more trainees and better controls.

Events – The major contributing variance for income the summer BBQ increasing income by £1439 on last year. Many thanks to Ellen and Mark and the numerous helpers.

Club Wear- no income as Club wear sold at cost.

Donations – Increased dramatically due primarily to generous member's donations of equipment sold at the auctions, many thanks to Prich for organising the Auctions, and from profit from social events such as the murder mystery, thanks to Hilary, and skittles night.

#### **Expenditure**

Pool kit servicing remains relatively static. Several items of equipment failed and stocks have been replenished by making up sets that work and purchasing some second hand BCDS.

Boats and trailers - substantial investment in refurbishing RIBs and trailers this year has led to an increase in over £2000 from last. The committee decided that replacing a RIB was not in the club's best interest with the relatively little use of the second RIB, but that it was essential money should be spent in ensuring we have fully serviceable as safe equipment for expeditions. N.B. With Russell Thompson having decided to buy his own RIB due to complications on him using club RIB the new committee should address a possible increase in expenditure this year and future years of circa £1000 p.a.

### **Surplus for the Year**

An increase of £2,500 being primarily due to very financially profitable Summer Party, prudent management and depreciation dropping as years roll on.

**Balance Sheet** – a similar increase in the total balance sheet is reflected as above.

### **Assets**

Assets purchased this year were minimal:-

### **Treasurers Overview**

The club finances are in a healthy state, but we should not lose sight of the fact that costs to replace a fully equipped RIB and Trailer is in the region of net £25 to £30k and along with other replacement of club equipment a £2k annual surplus is a good and realistic target.

As you are aware after 5 years of being your club Treasurer I am standing down this year. I think I have served you well, I hope you agree. It is with some sadness that I leave the committee which in my 36 years I have been in the club I think probably over 25 years of which I have served on the Committee. My principle reason for stepping down is that in order to provide succession and continued success for the Club it is essential that new and younger members take the helm.

I wish the new Treasurer every success and remember I am always here to help and give advice to any member. Wishing you all enjoyable and safe Diving

## **6. Training Officer's Report- Hilary Wilson**

We have signed off Jon and Sarah, Gatis, Clare, Alastair, Kirsty and Maja this year as Ocean divers, with Simon reaching sports diver and Gatis finishing his sports diver last Sunday.

I am really pleased to say that Dan and Ellen did the IFC in May, with Chris and Sophie Hastie also doing the course this last weekend.

We also have another OWI with Miles. I would like to say congratulations to all of you for your achievements.

I have been trying to persuade others to complete their OWI, offering information about dates and venues, and I will carry on with this nagging, perhaps resorting to threats, during the coming year, so we have a larger pool of instructors to be able to spread the teaching load.

A Dive Leader Course is currently underway with David kindly organising this, so thank you to him, and all those who are helping with lectures and dives.

BSAC has brought out a new Ocean Diver syllabus and I have asked Chris Hastie to download the information onto our club laptop, so when the next course starts, we will be up-to-date. Miles has suggested that we have a few sessions in the pool to ensure that all OWI's and assistant instructors know the new format. He would also like to recap on how try-dives are done and make sure everyone is following the guidelines, so I will be organising some dates early in the New Year for this to go ahead.

We have had several training days throughout the year which have made training more sociable, more fun and quite often more productive, with a drink in the pub afterwards when books are signed and sometimes stamped and I hope to continue with these days in future, perhaps when the water is a bit warmer in springtime.

I would just like to say how much I appreciate the input from the instructors who have given up their days, both midweek and at weekends, to do the training, so a big thank you to all of you for making the training possible.

## **7. Election of Committee Members for the forthcoming year-**

The following nominations were submitted:

Chairman-	Peter Talbot
Diving Officer-	Miles Howarth
Treasurer-	Simon Steed
Secretary-	Sally Richards
Training Officer-	Hilary Wilson
Equipment Officer-	Alastair Manning
Membership Secretary-	Ellen Noakes
Recruitment Officer-	Lynne Bunker
Events Officer-	Angie Deaves

As all the nominees were standing unopposed they were automatically elected.

At this point retiring Committee Members stepped down from the Table and were replaced by the new ones.

Peter Talbot addressed the Meeting. He thanked last year's Committee and in particular retiring Committee members Geoff Russell and Paul Nash. He welcomed Simon Steed and Ellen Noakes who haven't served before, onto the Committee.



**8. Any Other Business-** Peter invited members' comments and questions.

**Prich** said that we spend a lot of time training and learning how to dive, stay safe and deal with emergencies so that we are ready to act appropriately if the time comes. However, a couple of weeks ago when the Fire Alarm went off during our Pool Session how many of us left the building as we were instructed to do? **Prich** said that even though a tannoy announcement instructed us to leave and the Life Guard blew his whistle several times most members ignored these requests to leave and only he and Les left the building. Those in the pool mostly stayed in it and even fully clothed people poolside remained. The Fire Alarm was a false one but **Prich** pointed out that for all we knew at the time it could have been a gas explosion, fire or even a terrorist attack. **Prich** strongly suggests that we be better organised, clarify and take heed of safety procedures. **Alastair** said that we need a better way of alerting divers who are underwater should there be another Fire alarm. **Graham** dived down to alert some of these divers. **Peter T** said that **Lynne** had discussed the matter with him. She had discovered that the Leisure Centre are revisiting their own policies regarding Fire Alarm procedures as their own reaction had been a bit disorganised and uncoordinated, so there had been problems on both sides. **Jeannie** pointed out that very young Scouts in dive kit cannot get out of the water quickly and would need more help should there be another Fire Alarm. **Peter T** said that the issue has already been put on the Agenda for the December Committee Meeting and a protocol will be worked out.

**Prich** said that it would be appropriate to show our appreciation to Geoff for all his hard work during his many years of service on the Committee. All applauded Geoff.

**Richard Wells** said that it would be appropriate to show our appreciation to Les for collecting the pool money every Thursday. All applauded Les.

**Brett** wanted to point out, particularly for the newer members, that it was unusual to have such information coming from the Chairman in his Report. He felt that it was over the top to have a personal attack on a member in the environment of an AGM.

**David Williams** said that knowing the background to the issue Peter had spoken of, he felt that Peter had given a measured and balanced account of the issue.

There being no more AOB, Peter thanked everyone for attending.

Meeting closed at 10.25 PM

Sally Richards, Secretary. (17/11/17)

# STRATFORD UPON AVON SUB-AQUA CLUB

## INCOME AND EXPENDITURE FOR THE YEAR ENDED 30th SEPTEMBER 2017

	2,017		2,016	
INCOME	£	£	£	£
Subscriptions excl BSAC fees		7460		6940
Pool Receipts	2809		3244	
Try a Dives	1205		1205	
Cost of Pool Hire	-3204	810	-3226	1223
Training Courses and Materials-				
Income	495		270	
Costs	-561	-66	-153	117
Equipment Hire & Compressor Use		679		394
Boat				
Levy		740		630
Christmas Dinner/Dance		195		281
Summer Party		1439		0
Bank Interest		418		367
Donations & Fund Raising		973		237
Sundry Income		0		0
<b>TOTAL INCOME</b>		12648		10189
<b>EXPENDITURE</b>				
Repairs, Maintenance and Testing of:				
-Pool Kit		-1145		-1050
-Boats & Trailers		-4154		-2890
Boat Storage		-395		-468
Insurance		-648		-635
Football Club Membership		-300		-300
Publicity and River Festival		-301		-130
Sundry				
Expenditure		-291		-343
Depreciation		-2943		-4345
2011 Grant towards Depreciation Costs		1138		1138
<b>TOTAL EXPENDITURE</b>		-9039		-9023
<b>OPERATING SURPLUS/(DEFICIT) FOR YEAR</b>		3610		1166
Gain on sale of fixed assets		105		70
Prior Year Items		0		-20
<b>TOTAL SURPLUS/(DEFICIT) FOR YEAR</b>		3715		1216

Note 4

Note 4

Note 2

# STRATFORD UPON AVON SUB-AQUA CLUB

## BALANCE SHEET AS AT 30TH SEPTEMBER 2017

	<b>2,017</b>		<b>2,016</b>	
	£	£	£	£
<b>FIXED ASSETS (per schedule)</b>		1861		4102
<b>CURRENT ASSETS</b>				
Bond and Deposit	31233		30943	
Current Account	18625		14504	
Total Bank	49858		45447	
Debtors and Pre-payments	1234		775	
Stock of Training Materials	375		677	
<b>LESS LIABILITIES</b>				
Creditors and Accruals	-1100		-1350	
Sport England Grant -2011	-650		-1788	Note 4
<b>NET CURRENT ASSETS</b>		49717		43761
<b>TOTAL ASSETS Less</b>				
<b>LIABILITIES</b>		51578		47863
<b>ACCUMULATED FUNDS</b>				
Brought forward from previous year		47863		46651
Surplus/(Deficit) for year		3715		1212
<b>TOTAL</b>		51578		47863

G.S.Russell - Treasurer

C.Prichard -  
Auditor

### SCHEDULE OF FIXED ASSETS AS AT 30 SEPTEMBER 2017

Year	Description	W/off	Cost	Depreciation	Book Value	
		Years	£	This Year	30/09/17	
			£	£	£	
2005/6	Humber 'Portia'	10	18,542			Note 3
2005	Old Portia Trailer	6	1,300			
2008	Hornet	10	21,384	1,072		
2008	Hornet Trailer	6	2,550			Note 3
2010	New Portia Trailer	6	2,850			
2011	Compressor	8	8,760	1,095	1,095	
Pre2012	Pool kit	Various				Note 4
2012	Banners	4	956			Note 5
2012	GPS System x 2	6	1,550	260		Note 4
2012	Cylinders x 4	4	300			
2013	Small BCD's	4	923			
2013	Marquee New	3	420			
2013	3x 5 litre cylinders	4	461			
2014	Cage for Pool Kit	6	322	54	106	
2014	2 Masks	1	60			
2014	6 Weightbelts	1	34			
2014	Hand held Radio	3	139			
2015	3 x S/hand cylinders	2	152			
2016	Maks	1	83			
2016	2 x S/hand cylinders	2	200	100		
2016	S/Hand regulator	2	90	45		
2016	2 x manikins	3	100	33	34	
2016	Buddy Commando					
2016	BCD	4	278	70	138	
2017	4 S/Hand BCDs	2	147	74	73	
2017	2 Suunto computers	5	340	68	272	
2017	Hand held Radio /					
2017	GPS	3	215	72	143	
TOTAL			62,156	2,943	1,861	Note 5

	2017	2016
Note 1	£	£
Book Value at start of year	4,101	7,695
Additions during year	702	751
Disposals during year	0	0
Depreciation for year	-2,943	-4,345
Book Value at end of year	1,861	4,101

**Note 2**

Disposals during Year

WDV at start of year	0	0
Proceeds	105	70
Profit/(loss) on Disposals	<u>105</u>	<u>70</u>

**Note 3**

The trailer purchased in 2005 and shown as "Old Portia Trailer" is no longer in use.

It will be sold along with the next boat that is replaced.

The trailer purchased in 2010 and shown as "New Portia Trailer" is now used to tow Portia.

**Note 4**

In 2011 the Club received a Grant from Sport England in the sum of £9,928 for the purpose of buying new fixed assets and spending money on promotion and publicity.

This Grant is being spread over the life of the Assets as follow:- £

Total Grant	9,928
Amount taken in prior years	<u>-7,002</u>
Grant remaining at end of 2015	2,926
Grant taken in 2016	<u>-1,138</u>
Grant remaining at end of 2016	1,788
Grant taken in 2017	<u>-1,138</u>
Grant remaining at end of 2017	<u>650</u>

**Note 5**

Fixed Assets (other than Boats ,Trailers and the Compressor) i.e. mainly Pool Kit that were purchased prior to 2012 and which are fully depreciated are no longer listed in these accounts although they are still recorded on the asset register and may still be in use.