



WATERSIDE ARCHERS

Committee Meeting Minutes, Wednesday 10th January 2018. 7:30pm Exbury Club.



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Waterside Archer Committee Meeting Minutes

Present

Lloyd Davage, Joanne Davage, Mike Johnson, Brian Haley, Rosemarie Haley, Peter Parsons, Derek Strehlau, Fiona Ellis, Lee miller.

Apologies

Andy Sollars, Chris Baigent, Charlotte Baigent, Natasha Willard, Zoe Jones

Last Minutes

Accepted

Correspondence

None

Reports

Treasurer

Not required for this extra meeting in the process of end of year for AGM.

Tournaments Organiser (Charlotte)

Not Present.

Records Officer (Lee)

Nothing to report. A few scores have been put in and getting a good level of scores. 252 slowing a bit due to a lot of archers hitting longer distances now and the weather putting people off of shooting to far.

Competition Secretary (Andy S)

Winter Postal League results have been very good and we have won most of our 'Matches' so far. The response from members has been pleasing and we have so far been able to submit full teams for each of the 8 Leagues that we are entered in.

The fun tournaments around Christmas & New Year were well received and there was good feedback from members (indoors Christmas Fun Shoot, Derek's Christmas Eve Cards & Darts shoot, NYE St Nicholas shoot and the NYD Clout).

The next tournaments on the horizon include the Bournemouth Indoor on 21st January, our Phoenix Wand on 28th Jan and the Sarum Wand on 4th Feb.

Coaching Team

We have set dates for our 4 beginners course for this year. They are all set for coaching team lead just need to recruit volunteers. 1st course due in March with currently 11 people set to take course. We have a taster session in January and the AGB Big Weekend plus the usual Exbury have a go.

We need to work out how to attract more people to help out for these and general working around the club.

Equipment Officer (Peter P)

Couple of bosses need re-packing currently waiting for better weather.

Beginners Courses

These are booked as per schedule we have 4 running again this year.

Tent Purchase

Tent was delayed before Christmas due to the company dragging their heels around the graphics. They seem to now be responding since the new year and so the process of Feathers, Tent etc are now being created and we are expecting delivery soon. No date yet.

Field Condition

Recommend that members continue to use the hard standing until it is felt that the field has recovered enough to allow cars to be driven on it.

New Mower

The criteria for the new mower should include the ability to collect grass clippings and have a low height of cut so that the lines can be marked out easily. It should also have a wide enough cutting deck to enable it to be used alongside the Cub Cadet.

Obviously it depends on the amount of money available from club funds, but a suitable machine will cost in the region of £2000 - £2500. Carters of Swanwick are advertising a 'Stiga Estate 3098H' Lawn Tractor at £2299 and this includes a mulch kit and tow bar. Or there is the Mountfield 1636 H at £2199 with similar capabilities. Both will cut down to 25mm and have large collection boxes. Delivery is free so if we were to order one at the same time as a service for the Cub Cadet we might save some money.

In addition to this, the Cadet Cub mower will need a winter service and this will cost £288 plus parts but including collection & delivery. *I will book this in with Carters of Swanwick if Committee approves.*

http://www.bestbuymowers.co.uk/product.php/925/12/stiga_estate_3098h_lawn_tractor

http://www.bestbuymowers.co.uk/product.php/112/12/mountfield_1636h_lawn_tractor

AP. Andy/Derek speak to new forest garden machinery..

Volunteer encouragement

8th April 2018 Bacon Butty Sunday. Working Party day.

AP. Peter, Andy, Derek to list jobs around the place. Lee to look at Container and clean out.

Lloyd stated that it is a universal problem across clubs that volunteers are the same turning up with the numbers not being significant. Peter countered that when Southampton have a working detail 40 plus turn to help out. No conclusion as to how we encourage more members to help out was forthcoming.

Up Coming Competitions

Wand shoot January 28th

AP Mike to attend and do a few words and thanks.

Clout March 17th, 18th

Fita weekend 5th, 6th May

Interclub shoots.

Sway has asked that we introduce the handicapping for the shoot. This we will do but scores will have to be sorted after the day as trying to work out the score on the evening will be impractical.

AP Inform Sway

Any Other Business

AP. Derek to pay in cheques for Wand Shoot.

Lee assessed field for wand shoot now needs registering with AGB.

AP. Lloyd to register course.

AP Email details if anything required I do not know Lloyd

Bank Signature/Card

Bank changes in process for Andy.

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Coaching

Coach present at all committee meetings. To give a report of coaching activity in progress and planned for future.

Pete stated that for transparency minutes from a coaches meeting should be given to the committee.

Lee stated that he stands by his original email (Appendix A) sent with regard the beginners courses to be run in January and the responses from the coaches Appendix B he will speak to Shauna re the accusation of bullying and her subsequent resignation from the coaching team when he sees her. Coaches decided that they could not run courses in January this was communicated as per Appendix B via email to committee later followed up to address Lee, Derek, Peters follow up email with a more detailed response Appendix C. Fiona left as nothing more to be said from the coaching representative. Brian stated that the options are 1 respond with what the coaches are doing and when as per how it has always been done via Coaching representative at the committee meeting or by giving any minutes from a coaches meeting.

Interclub Trophy (Andover)

AP. Mike to look at options for Trophy for Interclub shoot with Andover.

Constitution

Lee miller suggested a constitution change for the executive committee to be changed if related then both cannot be involved if the it goes to dispute one needs to step down, so a suitable replacement sought to stop any bias decision. Lloyd suggested we all review the current constitution with regard any changes in preparation for AGM need this for next meeting.

AP. Lloyd, Joanne, Lee, Peter, Brian, Rosemary, Mike, Natasha, Zoe, Derek, Andy, Chris, Charlotte Read the constitution with regard corrections, amendments. Email to say you have read is the least for action from this AP.

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Action Points

1. All – Constitution
2. Mike to look at Trophy for interclub
3. Derek to pay in Cheques from Wand Shoot
4. Lloyd informs sway re. Handicap
5. Mike attends Wand shoot to say a few words
6. Peter, Andy, Derek and Lee look at works around club for 8th April
7. Andy, Derek speak to New Forest Garden Machinery Salisbury Road

Close

9:30 pm Meeting Closed

Next meeting

7th February Exbury Cub 7:30 pm

Appendix A

Response to Appendix C.

---- peter parsons wrote ----

So much for team work and progressing the club to the next level.

Good to see all that expensive new beginners kit going to good use and not just homing the container spiders eh...!!!

Also disappointed. Potential loss of membership monies. Potential loss of helpers. Etc etc

I guess our loss will fund AC Delco or Southampton though as they run courses all year round (soton do not have an indoor venue)

Peter

On 4 Dec 2017 5:26 pm, "Lee Miller" <leemiller8849@gmail.com> wrote:
Evening all,

I am really disappointed. The coaches are basically saying to the committee they don't want to hold a beginners course so in turn jeopardising potential new members joining our great club. This disappoints me more when the club has invested in our coaches in paying half for their level 1 coaching course.

At the moment all I see is the coaches being obstructive we have more coaches than we have ever had and I sure it was hoped that we would run more beginners courses if the demand was there. Now we have lots of qualified coaches surely we can manage to organise an appropriate course to meet the demand.

There are alternative options for venues we could use Exbury Club considering it was suitable for a level 2 course.

Regards

Lee

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Sent from my iPhone

On 3 Dec 2017, at 22:08, peter parsons <p33pwp@gmail.com> wrote:

How about another hall....

Exbury club

St Francis church hall

Etc etc.

We will loose 20 people to another club.

E.g Soton A.C run beginner courses outdoors every Saturday morning

On 3 Dec 2017 9:02 pm, "Lloyd Davage" <lloyd@davage.co.uk> wrote:

Derek,

Appendix B

Coaches response with regard request to run a course in January.

Email dated **Sun 03/12/2017 20:07**

Hi all,

With regard, the beginner's course to try and retain/capture some of the current waiting list. Which as an update is now at 20.

Coaches are unwilling to run a course in January as they feel this will be detrimental to the high level, of course, Waterside Archers run. With that fact and the weather and general feeling, it would not be a good experience and may cause anybody taking the course to have a negative opinion of archery and the club. So, therefore, the first beginners will be in March.

The alternative being suggested by FI.

We hold 2 Taster sessions of 2 hours long for the people on the waiting list. We would charge £5 per head which can be used as a deposit against a booking for any of our courses next year. This will lock that person into our courses and give them a better experience. So the cost would be £40 for a senior and for junior £20. If the committee has no objection I will email the waiters and see who would be interested. The date of 14th January 2018. Session 1 10am to 12pm then session 2 1pm to 3pm.

Obviously, this requires the interest from the waiters and volunteers to help out and commitment from coaches.

What are your thoughts?

Lloyd

Appendix C

Coaches (Fiona, Andy, John and Lloyd) response to Lee Miller, Peter Parsons, Derek Strehlau.

See Appendix D for other coaches response.

Dear Mike,

With regard to the issue of running a course in January, myself, Andy, John and Lloyd want to make the following points (Shauna has made her position clear in a previous email to the committee). These points have been discussed and agreed as representing the views of the rest of us. We would like to make two key points, the first on volunteering and the second on a January course.

Unfortunately we feel it necessary to reply to comments made in recent emails sent by members of the committee on the subject of running a January by stating that as volunteers we find it completely unacceptable for any members of the committee to dictate when and how we give up our free time to coach. This includes those coaches that were part funded by the club (including Andy, Lloyd and John) who are all more than meeting any commitments agreed with the club as a condition of the funding. The emails in question are copied at the end of this letter for reference.

Between us we give hundreds of hours to coaching, and not just on beginners courses. For every course we run, there's a further period of time, which can run up to eight weeks afterwards, when coaches are supporting new joiners with additional coaching, assembling and changing kit, helping them to set up and tune bows, integrating them into the rhythm of club shooting, answering questions and helping them to make friends and feel part of the club. We have increased the number of main courses from 3 to 4 and we also run catch up sessions and small group courses weekday evenings in the summer for the people that can't make weekends.

***So just because we are not running courses that does not mean that we are not coaching** - in fact we provide coaching all year round and are one of the few clubs that offer this degree of follow on support to new members. We have a good conversion rate on our courses, with people joining, and an excellent retention rate and that is due to our desire and commitment as coaches to provide longer term support. There are not many weeks when most of us are not giving up at least one club session to help club members. Furthermore, one of the main reasons for having more coaches was not to run courses all the time but to balance the load on Chris, Andy and myself so that we could have some shooting time.*

*The willingness of all coaches to give up our time to help people often means that we are giving up many hours when we could be doing our own shooting, and this is often to the detriment of our own ambitions for what we want to achieve as archers ourselves. **We all do it because we put the club's needs first and the least we feel we could expect in acknowledgement of that commitment is the respect and support of committee members for our decisions.***

With regard to the issue of running a course in January, as we have already explained a number of practical reasons why we should wait until March. These include the probability of bad weather for outside courses which can make the experience pretty damn miserable for all involved and is not conducive to beginners enjoying themselves which means they are unlikely to join anyway. Inside courses are equally problematic; Gang Warily is unavailable and would wipe out much of the profit.

Exbury Club is far too small for 20 experienced archers, let alone beginners, and other venues could present significant logistical challenges in terms of cost and safety, and that's before you get to the issues of moving targets, nets and all the kit backwards and forwards each session.

Moving on, the main driver for the emails seems to concern the fact that we could lose our waiting list to other clubs that run courses all year round, potentially missing out on course and membership fees.

*However, we have absolutely no evidence whatsoever that anyone on our list would go to another club. **Secondly, just because a club runs courses year round doesn't mean that someone can get on one straight away.** In fact the opposite is frequently true - it often means the club has long waiting lists, so by switching to another club our potential beginners may still be waiting long after they would have completed our course.*

*I coached at Southampton for two years, and they never had anything shorter than a six month waiting list. I can also vouch for the fact that running courses all year round was a thoroughly miserable experience. The sole motivation was money and the standard of the course was very low, new joiners were left with no support with resulting poor retention rates. As a coach it was utterly demoralising to give up every Saturday to coach only to see most of the people either not join or leave within a few months. It is not a situation I want to return to and was the main reason for me leaving Southampton. **It is certainly not one any of us want to see evolve at Waterside, where we've built an excellent system and have strong positive feedback from new members on the quality of the coaching we provide.***

*Instead we have put forward a practical solution in the combination of a £5 taster session with full course to follow in March. We can publish those dates now and take money straightaway to secure attendance. **We would argue that this is a better approach, rather than having a panicked, knee jerk reaction to a problem that may not even exist.***

In conclusion, we would ask the committee to consider and accept the points we make above as providing clarity on the principles governing volunteering in this club, and a practical way forward for dealing with our current waiting list.

We sincerely hope that we can put this incident behind us now, before any more bad feeling is generated.

Regards,

Fiona, Andy, John and Lloyd

Coaches Minutes

Waterside Archers Coaches Meeting Minutes

17th August 2017

1. Present: Lloyd Davage (LD), Fiona Ellis (FE), Andy Whitlock (AW), Chris Baker (CB), John Nicholls (JN), Shauna Innell (SI)

2. Coaching Schedule

- LD to re-send a link for the coaching schedule to all coaches.
- Coaches to fill out schedule to advise when not available.
- LD to send e-mail to members to advise when there is no coaching support available.
- Members to be asked to assist with beginner's courses before coaches, so that coaches can then continue to support Sunday coaching.
- Indoor coaching night will be Friday.
- LD to contact committee regarding hiring out bows and taking a deposit in order that members who have just completed the beginner's course can take part in indoor shooting at Gang Warily.

3. Equipment – audit, additional and purchase

- LD advised that Bickerstaffe had offered 6 longbows for £1000. It was suggested that 3 longbows might be sufficient and that the rest of the money could be used to buy a compound bow. LD to contact Bickerstaffe, AW to investigate the pricing and purchase of a suitable compound bow.
- CB suggested that we bought some new training bows. After a general discussion, it was decided that the following would be needed: 16 standard 23" risers (12 right handed and 4 left handed), long limbs (2x12lb, 4x14lb, 4x16lb, 2x18lb, 2x20lb, 2x22lb, sights and bow bags. LD to ask committee.
- CB suggested that any arrow sets that contained 8 or less should be used for 'Have-a-Go'. This means that approximately 20 sets of new arrows are likely to be needed. CB to audit arrows and advise LD.
- CB to research arrow storage.

4. Bow Storage

- AW with help from John Readhead to action a new method of storing bows in the container.

5. Improvers Course

- CB suggested that an improvers course should be made up of two parts; tuning and technique. CB to e-mail notes/handouts for comments.

6. Saturday Coaching

- It was decided that the Sunday morning coaching session could incorporate one-to one coaching if needed. No plan to introduce Saturday coaching at present.

7. Personal Development

- Coaches to share information/handouts of workshops attended.

8. AOB

- JN asked LD for list of current members. LD said it wasn't really feasible. However, if any coach was in doubt regarding membership they could ring him.

Date of next meeting: 17th November 2017

Waterside Archers Coaches Meeting Minutes.

15th November 2017

Present: Lloyd Davage(LD), Andy Whitlock(AW), Chris Baker(CB), John Nicholls(JN), Shauna Innell(SI)

1. Apologies
 - Fiona Ellis, Harriet Little
2. Equipment/Bow Racks
 - Coaches to rationalise bows and sort out which ones need to be retired or discarded. Any available coaches to start rationalising bows on Sunday mornings.
 - There is enough space for 14 more bows at the end of the current racks (i.e. 2 racks of 7).
AW to look at the installation of new racks.
3. Coaches Membership Fees
 - LD reported that it had been decided at committee level that there was no coach discount except for the 50% discount for hours worked. There was some disappointment expressed.
4. Beginners Course
 - LD advised that the committee were proposing a beginners course to be run at Gang Warily on Tuesday evenings and Exbury field on Sunday morning. A general discussion took place and the consensus amongst the coaches is that neither venue is considered acceptable for the following reasons:
 - Two hours on a Tuesday evening is not considered long enough to assemble bows, kit people out, and leave sufficient time for meaningful shooting.
 - Sunday morning at Exbury in winter time is likely to be cold and wet, therefore the experience will not be enjoyable and it is likely that the candidates will not join the club.
 - In both cases above, support from the membership may not be forthcoming.
 - It was agreed that a higher quality course can be run in March where there is likely to be a higher uptake of new members.
 - As an alternative, LD to investigate the cost and availability of Gang Warily on a Saturday morning (three x four hour sessions) and seek committee approval for the cost.
 - LD to investigate 2018 tournament dates to allow planning of 2018 beginners courses.
5. Review of bow hire scheme.
 - Current bow hire scheme will expire in March 2018 as bows will be required for beginners courses. LD to send email in January to members who have hired bows reminding them of this.
6. Improvers Course
 - Improvers course is split into two areas, technique and equipment. CB to re-send the information sheets for review. CB to run improvers courses in the new year on

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Sunday mornings. LD to send email to members to find out who is interested in taking part.

7. AOB

- AW has been contacted by a lady with disabilities regarding a beginners course. As a result of increased interest from people with disabilities there was a general discussion and as a result LD will contact stakeholders to initiate a generic policy for the club.
- LD to approach committee for approval to purchase a coaches club kit.

Next meeting 21st February 2018.