



**Bath City FC Supporters Society**  
**1900 on Thursday 25<sup>th</sup> November 2021**  
**Via Zoom**

**Meeting Report**

**Present:** Jon Blain, Paul Brotherton, Christopher Flanagan (Chair), Sally Harris, Ken Loach, Alistair Lord, Peter McCormack, Shane Morgan, Stuart Page, William Heath.

**Also present:** Cheryl Bradley, Club Board.

CF welcomed Cheryl and all Committee members to the meeting.

**1. Apologies:** Oliver Holtaway, Mark Taylor, Marc Thomas.

**2. Approval of the minutes of the meetings held on 30<sup>th</sup> September and 7<sup>th</sup> October 2021.**

The minutes were confirmed (proposed: Jon Blain, seconded: Shane Morgan).

There were no outstanding actions noted.

**3. Club Governance**

[Sensitive information redacted]

CF introduced this item. The Club Board is aware that governance and HR policies need to be improved and has asked for the Society's help.

OH has drafted two papers, a Club Board Membership and Governance Policy and a Code of Conduct, and these were discussed. Some initial comments included the following:

- Some matters such as the presence of observers at Club Board meetings should not be at the sole discretion of the Chair.
- There needs to be consistency in referring to the 'Society Committee' (there are references to the 'Society Board' which is technically the correct title but not in common use).
- 3.5.1 should be changed to say casual vacancies will be filled by the Supporters Society not the Club Board.
- 3.5.5 should make it clearer that people must stand for election if they wish to continue as a director after their initial period has expired.
- In 6.5 the meaning of criticising a decision 'publicly' should be clarified.
- It was suggested that the six year tenure limit should apply to Associate Directors as well as elected Directors, but there were mixed views on this.
- The point was made that for transparency there should be more votes on issues at Club Board meetings.

- Should be clearer that 9.5 refers to not being paid specifically for their role as a Club Board member and doesn't refer to their other work.
- Remove the reference to swearing in the code of conduct.
- Need to take the Club's existing code of conduct into account.
- The code of conduct should cover working groups too.

The Committee recognised the need to finalise and gain approval for these policies while we have this opportunity but felt that the details need to be properly considered rather than rushed. It was therefore AGREED that Committee members should review the documents further and send all comments to OH.

**ACTION:** All comments to OH by 7<sup>th</sup> December. OH to revise and re-circulate the two documents for yes/no votes.

CF asked for Committee members to consider what other documents should be drawn up to improve the Club's governance (eg Equality, Diversity and Inclusion policy).

**ACTION:** All to consider and offer ideas/help with other documents.

#### **4. Commercial Director**

With Matt Falk's resignation, there is a need to recruit someone to this casual vacancy on the Club Board, which will last until the Society AGM in 2023. The role description has been remodelled based on earlier work by SH and the resolution on skills agreed at the 2021 Society AGM. Some further email comments also need to be taken into account. It was suggested that the RD should stress that this is a voluntary unpaid position and that community values should be emphasised.

The recruitment process will be handled by the Society and it was AGREED that there should be a panel of three people, consisting of two from the Society committee and one from the Club Board – this should be someone who is familiar with the specific commercial aspects of the role and Jon Bickley was suggested. PB and PM volunteered to sit on the panel and this was AGREED.

**ACTION:** PB to set up the recruitment process, including emailing all society members, with the aim of making an appointment before Christmas.

#### **5. Society Interim Meeting**

This will be on Thursday 20<sup>th</sup> January 2022. PB pointed out that details and the agenda including any motions need to be sent to members by 6<sup>th</sup> January at the latest. Communications including circulating the form for proposing motions should be sent by mid December. It was AGREED that OH would be the Election Officer and JB the Election Observer.

**ACTION:** OH and JB to liaise to identify key actions.

## **6. Club Strategy**

PM reported that the final version of the strategy had been circulated to committee members (on 23<sup>rd</sup> November) and that this now needs a decision from the Committee. The fundamentals of the strategy had previously been agreed at the joint meeting between the Society Committee and the Club Board and some rewording had taken place since then. It was noted that a last-minute amendment on facility management had been emailed after the final document had been circulated but the committee was not clear what this involved and declined to accept it.

In a vote the Strategy was AGREED by the Committee with one abstention (KL).

*NB following the meeting OH circulated more information from the Club Board about the proposed amendment on facilities management and consulted the Committee on including this. It was subsequently adopted into the strategy document.*

## **7. Raising the Society profile/increasing membership**

JB reported that OH had drawn up a strategy document pulling together various ideas for increasing the Society's profile and membership. It suggested a target of 1000 members and outlined a number of actions.

In a vote the Committee AGREED the strategy including allocating the proposed £2000 budget.

## **8. FSA training**

This was deferred to the next meeting.

## **9. Redevelopment update [CONFIDENTIAL]**

## **10. Shareholding**

CF reported that there has been an enquiry by a potential investor. The Committee agreed to seek more information about his/her intentions. This is clearly strictly confidential.

## **11. Society Finance Update**

AL reported that the Society currently has a balance of approximately £9.3k. He will shortly be discussing the 100 Club with those concerned and noted that the IGM may be a good opportunity to generate discussion on this.

## **12. Report from the Club Board [CONFIDENTIAL]**

## **13. Football [CONFIDENTIAL]**

## **14. Any other business**

SH had received an update on community activity from Joy Saunders and will circulate it to Committee members.

CF referred to the Fan Lead Review which was published on 24<sup>th</sup> November. This sets out many recommendations to improve the game including greater supporter involvement. It was

suggested that the Society should contact Wera Hobhouse MP and ask her to support the recommendations. CF will discuss this with OH.

**15. Date of next meeting**

It was agreed that there should be a Committee meeting before the IGM and that it will be on Thursday 13<sup>th</sup> January 2022. PB gives apologies and asked that another Committee member take the minutes.