



The Windsor Club Members Committee
Committee Minutes
Tuesday 12th April 2016

Attendees: Nick Pellew, Wade Kirkaldie, Mark Quinton, Jonathan Posner, Emma Summersgill, Caroline Wise, Angela Dare-Batten, Grant Price, Andy Stangroom.

Apologies: Terry Carter, Dave Howell, Matt Fleming

Members: Ann Fenn, Jules Penfold, Joan Soares, Irene Norley, Helen Price, Mark Willis, James Poole, Steve Burr, Irene Jewson, Mark Stenning, Alison Stenning, Louis Adler, Rob Jones, Kevin Wallace, Callum Marshall

		Action
1.	<p>ATTENDING MEMBERS WISHING TO ADDRESS COMMITTEE 15 members/staff attended, and a lively discussion was had:</p> <p>Closure and timing</p> <ul style="list-style-type: none"> • In response to a number of questions on this topic, Nick clarified the position: <ul style="list-style-type: none"> ○ Robin Hughes (the Landlord’s agent) has advised that work will start shortly after the end of June. He has declined to honour the 3 month notice, as the pressures of a £25m build have meant last-minute schedule changes. ○ Final timings to be confirmed after a contractors’ meeting on 17th May. ○ We could insist on 3 months notice, but other factors may come into play – such as Thames Water disconnecting our sewerage (we are still on the old sewer). • There was discussion on the merits of trying to stay open as long as possible – particularly if the contractors’ meeting throws up issues that delay the start of the build • However, given that we’re only just breaking even and losing members, we will soon be operating at a loss and will be depleting our reserves if we continue to operate. • It was therefore agreed by the meeting that we should take the initiative and fix a date ourselves, giving us certainty and the ability to plan effectively. • The end of June was broadly agreed, and the Committee are to finalise the date and communicate it to the membership. <p>Sale of Equipment Process to be finalised, but eBay was ruled out, so it will be either a silent auction or a clearance company (or mix of the two). Grant to sound out specialist sports equipment clearance company.</p>	Grant



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	<p style="text-align: center;">funders, particularly as the RBWM has an active house-building programme.</p> <p>Staff</p> <ul style="list-style-type: none"> • The question of giving staff some form of bonus when the club closes (in recognition for their work operating the club and answering an ever increasing number of questions from concerned members) was again raised. • At a previous meeting the issue had been discussed and was largely supported by the committee but an action to progress was not implemented. • It was highlighted that a bonus was given at Christmas and a question was raised as to whether a second bonus was appropriate. • GP stated that he felt strongly that a bonus at closure is more than deserved as the staff are not employed with any of the benefits of PAYE, and they have no holiday or sick pay or redundancy payment but they have still continued to work conscientiously - despite the threat of pending closure and loss of employment. Their interaction with the members has also been major influencing factor in the retention of members and additional pay as you go income all of which has helped secure the funds now in the bank towards a possible new build. • Several members at the meeting also commented that they felt a bonus was due. • NP said that he would contact the non-staff members of the committee to review and agree the level of bonus. • GP highlighted that this needs to be done as a matter of urgency and the staff notified to ensure the staff feel valued and motivated and continue to engage with members who's support will be critical to keeping the new build agenda alive. • There needs to be transparency in dealings with staff and remuneration. <p>Communication</p> <ul style="list-style-type: none"> • It was agreed that while the committee produce newsletters, news updates, notices and do marketing through the press, there can always be more communication. • A proposal for moving the newsletter to email was warmly welcomed. • Updated email addresses have been collected at Reception – a Newsletter to go to this list ASAP. 	Jonathan, Grant & Emma
2.	<p>MINUTES</p> <p>Jonathan Posner agreed to take the Minutes of the meeting.</p>	
3.	<p>LAST MEETING MINUTES</p> <p>The minutes of the last meeting were accepted as a fair and accurate record.</p>	



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4.	<p>STAFF LOYALTY RECOGNITION</p> <p>Grant again stressed the need to recognise team loyalty and support. Mark asked if there was any intention to pay them redundancy. Nick replied that there was no redundancy due. Upon further discussion with the Committee it was agreed that whilst no redundancy is payable to the team as 'contractors', some form of 'Thank You' payment to the team was appropriate and it was unanimously agreed that such a payment should be made. An action was taken to consult with the Committee to agree an amount for the 'Thank You' payment.</p>	Nick
5.	<p>INVENTORY / DISPOSAL OF EQUIPMENT</p> <p>Further to the earlier discussion, Nick advised that an audit of equipment and assets is being undertaken (good / fair / poor condition). It was agreed that the committee has an obligation to maximise the value received. Grant will progress the action agreed (above) to sound out clearance companies. Members can be offered remaining assets based on a silent auction and a commitment to remove purchased assets immediately after the party.</p> <p>Wade noted that a disclaimer will be required for any item sold, to limit liability.</p>	
6.	<p>SUPPLIER CONTRACTS</p> <p>Nick, Angela and Wade to contact suppliers / utilities etc, to arrange contract termination.</p>	Nick, Wade, Angela
7.	<p>KEY DATES</p> <p>Dates were agreed as follows:</p> <ul style="list-style-type: none"> - Dinner for squash teams – 12th May (£5 ph) - Party / Exhibition Match – 25th June (Free but ticketed) - AGM – 2nd June - Committee Meeting – 17th May. <p>Andy to explore exhibition match - £600 budget</p>	Andy