

**Essex County RFU Ltd
Annual General Meeting
Monday 21st August 2023 at 8pm
At Romford and Gidea Park RFC**

Minutes

1. Persons Present:

**President/Chair Nick Bracken
President Elect – Keith Hill
Immediate Past President – Alan Price
Hon Secretary Ivor Smith
Hon Treasurer Beiron Rees
Chair of Finance Alan Brooking
Age Grade Lead – Ian Hollingworth
Chair of Competitions Craig Morgan
Safeguarding Manger Nicky Worthington (Also Chair of Romford & Gidea Park RFC)**

The following clubs were represented

**Basildon RFC – Gary Santry
Brentwood RFC – Terry Dunleavy
East London RFC – Gary Bird
Eton Manor RFC – Richard McArdle
Harlow RFC – Alan Price
Ilford Wanderers – Mark Collins
Kings Cross Steelers – Gus Fraser
Maldon RFC – Jerry Wood
Mavericks RFC – Gavin Maud
May and Baker – Mike Parnell
Millwall RFC – Kate Roy
Old Brentwoods RFC – Ian Waite
Romford & Gidea Park – Dai Davies
Runwell Wyverns – Daniel Johnson
Southend RFC David Ridler
Thames RFC Lisa Loughran
Woodford RFC – Chris Pickwick
Writtle Wanderers RFC John Stimpson**

With 27 Members present the meeting was declared Quorate.

Also in attendance

**Simon Crick (Chair of East London RFC and Eddie Goobie (Head Coach)
Rob Harman (Coach at Woodford RFC)
Steve Killington (Coach at Brentwood RFC)
Joanna Colyer – (Chair of Basildon RFC)**

2. Apologies for Absence:

**Chris McFerran – Essex County RFU PlayerSafety Manager and Hon Sec Harlow RFC
Michael Eyres – Chair of Education sub Committee and Schools Rep
Clacton RFC – Richard Clatworthy
Mike Rose – Secretary Brentwood RFC
Colm Coyle – Secretary Writtle Wanderers RFC
Jamie Delves –Secretary Wansted RFC
Paul Aldridge –Secretary Braintree RFC
Glen Crickmore Secretary Maldon RFC
Daniel Perkins – Secretary Maverick RFC
Mark Elliot – Secretary Old Brentwoods RFC**

Martin Renshaw (Chair) and Judith Beehag-Fisher Secretary Rochford RFC
Andrew Hutchinson Secretary Southend RFC
James Evans – Chair Westcliff RFC

Chair's opening remarks

The Chair Nick Bracken opened the meeting by thanking all those in attendance for being at the AGM and for the volunteer work they did for their clubs. He pointed out that without our valued volunteers there would be no game. He also thanked all the clubs he had been able to visit during his year of Presidency for their hospitality and welcome.

The evening's meeting would be slightly different to previous AGMS as a lot has happened since Covid. The County Management had reflected on its role and purpose which had not changed for over 20 years since Essex had separated from Eastern Counties and become a constituent body in its own right.

It is proposed that Alan Brooking would lead the meeting through the changes and proposals we are seeking to make and if everyone was content with the proposals we can then lead into the rest of the agenda.

3. **Appointment of Scrutineers** *If required for a vote on any issue.*
 - 3.1. **Appointment of two volunteers from the floor in the event that a vote is required on any of the matters on the agenda.**
 - 3.2. Steve Killington and Simon Crick volunteered and were appointed by the meeting as scrutineers
4. **Agenda Item 6 was brought forward in the meeting as if the meeting agreed to the proposals then they would affect the remainder of the meeting.**
 - 4.1. Alan Brooking introduced this agenda item.
 - 4.2. He opened his presentation with an overview of the need for a review of what we as a CB do and how we interact with our clubs and the RFU.
 - 4.3. An outline of the changes to the rules and constitution of Essex County RFU Ltd had been circulated prior to the meeting as below:

5.2	To grant Voting Rights to the Co-opted Members of the GMC. (General Management Committee)
7.2	To change Chairperson of the AGM etc to the Chair of Board of Directors from the President.
8.1.4	AGM Purpose - Elect Board
8.1.6	AGM Purpose – Confirm Election of members of the General Management Committee
8.3	Confirm Election Process for Board Members,
8.4	Confirm Election Process for General Management Committee
11.1	Wording Changes from Committee to General Management Committee (GMC)
11.2	Removed as not required under 8.4
12.1	Confirmation of the Officers (Board) Members
12.3	Confirmation of Service Term for Board Members.
13	New Title
13.1	Confirmation of the standing GMC Members.
13.1.2	Removed as not required
13.1.3	Removed as not require
13.2	Original Removed as Chair now an elected Post.
13.2	New, Rules around election of Co-opted Members.
13.3	New, Clarification of RFU Council Representative.
13.4	New, Clarification of President Term of office.
13.4	New, Clarification of President Elect term of office
13.5	New, Clarification of Immediate Past President Role and term of office
13.6	New, Clarification of Service Term for GMC Members.
13.3	Old, Renumbered 13.7

13.4	Old, Renumbered 13,8
13.5	Old, Renumbered 13.9
13.6	Old, Renumbered 13.10
Definitions	Officers, added clarity.
	General Management Committee, added clarity

David Ridler (Southend RFC) raised issue re numbering of certain paragraphs in the circulated paper of Rules and Constitution. This was acknowledged and would be amended. He was thanked for his observation

Gary Bird raised an issue re Chairman and sought amendment that this role was not Gender specific. Agreed changes would be made to amend the word Chairman to Chair.

4.4 The proposal to amend the constitution was put to the meeting and agreed Nom Com.

Chair thanked the meeting for their agreement to the changes and then invited Alan Brooking to present to the meeting a review of the Role and responsibilities of the Constituent Body and the way forward.

Strategy 2023—2028



Essex County RFU
More Players, Playing More Often

Our Purpose is

Working with the RFU, administer Rugby Union for the development of our Club's, players, coaches referees and volunteers across all ages and genders to enable them to fulfil their full potential"

What we do

- We deliver support on behalf of the RFU for, Safeguarding, Discipline, Competitions, Accounts and Tours, Diversity and Inclusion.
- Through the local Rugby Plan, we promote the Core Values, Volunteer recognition and reward, Development pathway, Representative Rugby and support for wider Club Development

Who we are—

EssexRugby is a Constituent Body of the Rugby Football Union responsible for the the governance and development of the Game of Rugby Union in the County of Essex and the East London Boroughs of London

We support every local club to be sustainable and be a great place at which club members and the local community can play and enjoy the game of Rugby

We represent the Rugby Football Union with a local voice

Our Vision:

Is to increase participation rates in Rugby Union across the County in sustainable clubs.

By ensuring, good governance in our clubs, a focus on Club Development, a Diverse and Inclusive Rugby Community, Effective Engagement, and the Development of Players, Coaches, Match Officials and Volunteers.

Our Strategic Ambitions are;

Governance:	Club Development{	Rugby Development:	Engagement
Ensure clubs are operating in line with the RFU and County Rules and Regulations	To work with Stakeholders to maintain the sustainability and well being of our Clubs.	Develop our players, coaches, match officials and volunteers which creates a pathway of progression to the highest level possible.	Ensure through an effective structure and two-way communication we understand and address the needs of all our Stakeholders
Support Clubs to ensure that they are Player Safety Compliant	Support clubs in developing their risk assessments	Grow the number of registered or affiliated players	Develop ne communication and marketing plans that increases the number of touch points across the County that informs and uses the wider knowledge within clubs to support each other
Support Clubs to ensure they are Safeguarding Compliant	Support partici[ation in the Rugby Leadership academy	Increase the number of qualified coaches and referees	Ensure that each Head of Department has direct contact with their RFU Counterpart
Manage the disciplinary Process	Support the development and recognition of volunteers	Deliver County led pathways for all	Develop a revised structure that flattens the decision making between the CB and Clubs
Ensure that all Clubs are financially able to meet their commitment	Promote the RFU Core Values to all Participants and supporters to ensure a positive pitch side behaviour.	Assist clubs with schools liaison to introduce children to the benefits of joining a club	Create a culture of sharing best Practice
		Assist clunbs to grow the number of women and girl players	Communicate all RFU activity effectively
		Provide appropriate competitive opportunities for all players	

4.4.

5. To consider and approve:

3.1

Minutes of the Annual General Meeting held on the Monday 22nd August 2022 These had been previously circulated to members and were accepted without amendment.

6. Matters Arising

No matters arising from previous minutes were raised by the meeting.

7. Proposed by Management Board that changes to the constitution be approved'

7.1. **Proposed changes to Constitution were dealt with earlier in the meeting at item 4.**

8. Annual Report

- 7.1 The chair thanked Ivor Smith for the work in collating and putting together the annual report. This had been previously circulated with hard copies available at the meeting. The Chair drew attention to the following items in the Annual Report:
 - It is 20 years since Essex separated from Easter Counties.
 - Sad to see the resignations of Simon and Laura Wakefield. They are thanked for the work they did for the County. There was also the resignations of Simon Brooks U20's manager and Jo Razor Safeguarding. Both due to work commitments and available time to commit to County volunteering. Thanks for all they have done for the County is recorded
 - On page 9 reference to Will Castleman (Brentwood School) and Clare Bond (Robert Clack) of awards made to them by the England Schools Union
 - On Page 10 – a successful day at Bancroft on the **Group One Automotive** Merit league finals day –Thanks to Craig Morgan for all the work he puts into the leagues and the merit league competition..
 - Page 12 – Good work by Jamie Howard and the U16's Play Development pathway and the success of **Toby Knight** into Saracens senior Squad. **Nathan Mitchelow** representing England U20s and four boys selected for the Saracens U18 Academy League Squad
 - Pages 17 and 18 sets out the development and growth of women and Girls rugby. As with the boys we now have an u16 Development Pathway for Girls which feeds into the Saracens Centre of excellence.
 - **Keira Muir** was selected this season for the England u18 squad with **May Goulding** being selected for the Ireland U18s.
 - On page 19 The Discipline report does not make good reading. Despite all her best efforts for clubs to take on board the Core Values of the game Laura felt that clubs were not improving. Too many cases were still being reported, and each one took time and effort prepare on arrange. Clubs need to be better at emphasising the Code of conduct both on and off the pitch with Players and spectators alike..

9. Accounts

- 9.1. To receive a financial statement of the Accounts for the year ended the 30th June 2023
- 9.2. Alan Brooking presented an overview of the accounts.
- 9.3.

10. Election of the Board of Directors:

The role marked in Red is a new role subject to agreement of structure outlined in Agenda Item 6

If the changes to the constitution in Agenda item 6 are approved then it is Proposed by the members of the General Management Committee that the following persons be elected as the Board of Directors

It should then be put to the meeting that the Officers of the union (The Board of Directors) will be:

Chairman of the Board – Nick Bracken - East London RFC

Chair of Finance– Alan Brooking – Harlow RFC

Chair of Club Development – To Be Appointed

Chair Rugby Development - Martin Jones Thurrock RFC

Hon Secretary – Ivor Smith Upminster RFC

NB: Clubs were invited to submit alternate nominations – None received.

Content of note to clubs included: Should a club wish to nominate an alternate to one of the roles for members of the Board of Directors as outlined above, then they may do so. The nomination proposed and seconded by another member club must reach the Hon Secretary at least 48 Hours prior to the meeting.

11. Confirmation of members of the General Management Committee

Proposed by the Board of Directors that members of the General Management Committee will be:

The Members of the Board of Directors plus:

Nick Bracken - RFU Council Representative (Term of Office is 3 years renewable for up to 9 years as per RFU Regulations) -

Fran Mills – Chair W&G Development Group

Craig Morgan – Chair Competitions - Rugby Growth

Nicky Worthington – CB Safeguarding Manager

Covering RFU Regulation 21

Keith Hill – Chair of Discipline

Covering RFU Regulation 19 and 5.12

Michael Eyres – Schools representative and Chair of Education Sub Committee

Vacant – Chair of Diversity and Inclusion

Steve Thirsk - Legal Officer

Chris McFerran- - RugbySafe Manager (Note change in title)

Covering RFU Regulation 9

Ian Hollingworth – Chair of Age Grade

Covering RFU Regulation 15

***NB:** No other nominations were received – Note to clubs included the wording--Should a club wish to nominate an alternate to one of the roles of members of the General Committee as outlined above, then they may do so. The nomination proposed and seconded by another member club must reach the Hon Secretary at least 48 Hours prior to the meeting*

12. Appointment of Auditor

It is proposed by the Board of Directors to appoint Laker Goodwin Jones as the County Auditors

13. To consider and if thought fit, pass as Ordinary or Special Resolutions (as applicable) other motions duly proposed in accordance with Rule 8.5

13.1. None received.

14. President 2023 - 24

14.1. Elected as President Elect at the SGM on the 30th January 2023 it is proposed that Keith Hill is appointed President of Essex County RFU for two years 2023-25

14.1.1.1. Badge of office to be handed over – plus County Blazer badges

14.2. Proposed that Nick Bracken is elected as the Immediate Past President

14.2.1.1. Nor really sure if this needs to be an election to the post of for Keith to say a few words of thanks.

15. Any Other Business

15.1. To consider any other business of which due notice shall have been given:
No items of Any Other business had been received

15.2. To hear any other relevant matter for the consideration by the Committee during the ensuing year, but on which no voting shall be allowed.

15.3. Proposed by Ivor Smith and seconded by Alan Brooking:
That Beiron Rees in recognition of his long service to the County be awarded the Honorary Life Membership of the Union

Date of Next AGM –to be confirmed)

Ivor Smith
Hon Secretary
Essex County RFU