Minutes of HR committee meeting held on Monday 20/11/2023 - Vibrant Brewery

Present		**Apologies**	
Tim	Anetts	Jeremy	Barber
Charmaine	Bradford	Chris	Harris
Matt	Casey	Alice	Rudd
Dan	Chown	Marnie	Seymore
Megan	Claridge	Julie	Swainstone
Sarah	Fitton		
Jane	Hodge		
Lou	Kitcher		
Simon	Ibbotson		
Lou	Rayner		
Tamsin	Roberts		
Roger	Morgan		
Adrian	Mudle		

1. **Actions reviewed**

ID	**Description**	**Committee Member**	**Date Raised**	**Date Closed**
1	Check with social committee if 2021 xmas party charity donation to Huntington's charity has been paid	CB	7/12/2022	21/08/2023
2	Press release for Oakhaven charity donations once final figure is determined	SF	7/12/2022	21/08/2023
3	Add SF as additional signatory to clubs NatWest account	DC	7/12/2022	Ongoing – DC has added signatory for in branch but requires separate step for app.
4	Add kit to accounts (DC to liaise with SF)	DC	7/12/2022	Ongoing – to be complete by end of year (Hardley Handicap), with the addition of update bi annually for 2024
5	Check status of 2nd welfare visit with coaches	SI	7/12/2022	21/08/2023
6	Check dates for London Marathon club place	CB	7/12/2022	21/08/2023
7	Check proposed date 17th Sept 2023 for	DL	7/12/2022	21/08/2023

	Solent Half is viable with Gang Warily			
8	Forward Up and Running (Eastleigh) offer of publicity to Solent Half Director	CB	7/12/2022	21/08/2023
9	Gauge interest of members for Publicity, Social and HRRL vacancies	DL	7/12/2022	21/08/2023
10	Advertise update of double points for HCCL races for Geoff Mills Trophy	TA	7/12/2022	21/08/2023
11	Purchase additional folding table	MC	7/12/2022	21/08/2023
12	Housekeep LoveAdmin committee list and EA portal to reflect current committee	JH / CB	7/12/2022	21/08/2023
13	Email to entire membership to gauge feedback on membership types prior to Nov committee meeting	CB	24/05/2023	20/11/2023
14	Update current training risk register to go on web	CH / SI	24/05/2023	21/08/2023
15	Purchase of first aid kit items	CH	24/05/2023	20/11/2023
16	Group beginners photo to be taken and sent to LK	CH / LK	24/05/2023	21/08/2023
17	Wording / origin of awards for web	DL / SI	24/05/2023	21/08/2023
18	Lead time on engraving check with MA	DL	24/05/2023	21/08/2023
19	Reinstate navigators hat award	Social committee, AM, JH	24/05/2023	21/08/2023
20	Compile local charity list for Nov committee meeting	LK	24/05/2023	20/11/2023 – initial list complete and discussed at meeting. Further email to go out to entire membership (see action 27).
21	Enquire about Fawley RFC committee room	LK	24/05/2023	21/08/2023
22	Add Megan to Love Admin committee member list	AM	21/08/2023	20/11/2023
23	Investigate date of first Solent Half and notify Sarah	CH	21/08/2023	20/11/2023 – It is believed to be 1985
24	Hardley Runners stand @ Hythe of activity on Sat 16th Sept, email to membership for volunteers to man the stand	LK	21/08/2023	20/11/2023
25	Awards data spreadsheet dated back to 1984 to be sent to Simon	MA	21/08/2023	20/11/2023
26	Investigate club shared storage area	SI	21/08/2023	Ongoing
27	Email membership for charity nomination and justification ideas.	LC	20/11/2023	
28	Dan C to provide SI list of charities the Solent Half has donated to in the past.	DC / SI	20/11/2023	

2. **Minutes**

Minutes of previous committee meeting agreed. Proposed DL, seconded LR.

3. **Social**

Thanks expressed to the social team for a very successful 'Run the Forest' event.
It was reported this event is now be a regular feature in the social calendar each October
Christmas party now booked for 8th Dec once again at the Vibrant brewery. Members asked to bring food and contribute ideas to the playlist.

4. **Membership Report**

Numbers of members in the club remains healthy.
Total membership stands at 171 (of which 126 are EA members). With the breakdown as follows:

Lifetime membership	2
Social membership	27
Age 15-20	5
Second Claim	6
Full membership out of county	5
Members	126
Total	**171**

The Membership secretary reports the EA has decided to increase the club affiliation fee from £150 to £200 from April 2024. The £150 fee has not increased since 2018.

As EA has not yet announced increases for individual EA membership. Therefore, it was agreed to discuss and set the proposed fees for 2024 AGM via email / messenger. It was agreed to continue to absorb the LoveAdmin costs (approx. £1.34 per transaction) as the club remains in a good financial position.

Following an email sent to all members seeking feedback on the current membership categories, the committee discussed the feedback, which had a common theme of being 'unfair'.
In light of the feedback, the new categories were proposed and voted on by committee present, with 11 (majority) in favour:
-EA Membership (Hardley Runners Membership + EA Membership)
-Non EA Membership (Hardley Runners Membership without EA Membership)

[Where Non EA Membership includes all Club activities ie, training, social runs, CC6s, RR10s etc.
EA Membership includes all the above with the addition of entry into the club EA London Marathon Ballot, Race discounts, being affiliated to Hardley Runners in EA associated races, entry to League events, support from EA (welfare, courses, merchandise discounts)]

It was agreed that EA membership should be encouraged not required for Hardley membership. There was concern reducing the need for EA will jeopardise the ability to field a Hardley team at events. It was noted the membership dropdown for types should default to EA Membership to help encourage this option.

5. **Standards**

It was noted that the current constitution still has only postal votes mentioned and will be updated at the next AGM.

No changes to all other standards but these will be reviewed and available prior to AGM.

6. **Treasurers Report**

The balance sheet and Solent Half 2023 accounts were available to the committee, which still indicates the club to be in a good financial position. (Club finance information available on request)

7. **Coaching Report**

It was reported winter training is going well with the introduction of new sessions and locations.
Numbers have recently picked up with a Festive Fartlek session planned for 19th Dec at the Heath, followed by drinks and mince pies.
First Aid equipment packs have recently been purchased and a second First Aid course planned for coaches unable to make the previous course.

8. **Welfare Report**

No welfare issues to note.
Phil Rudd kindly offered to take on this role voted in by JH and seconded by TR.

9. **Club Kit Report**

It was reported there were 14 items of old stock currently being sold off for £10 and 13 items of new kit in a variety of sizes. Limited mens and large sizes available, this is the focus of the next order.

10. **HRRL Report**

No representative present.

11. **CC6 Report**

There has currently been two events so far, both with a good turnout. The next event is 10th Dec at Kings Garn Enclosure Stoney Cross.
Hardley Runners are joint host with Totton on 14th January at Ocknell, volunteers will be needed to marshal. This course is still awaiting approval.

12. **RR10 Report**

The season is currently over. The committee welcomed Tamsin Roberts and Megan Claridge taking on this role for 2024.

13. **Hampshire Cross Country Report**

It was reported there was unlikely to be a 2nd December race unless a host comes forward urgently. The number of ladies at these events is low, being unable to field a team in the last few events. At the last event two mens teams were formed. Due to these events not being well attended by Hardley Runners and the club paying to field teams there, discussions were had as to how to make this more popular. Options included promoting a 'Taster day' at one of the next events, perhaps a minibus / social to encourage participation.

14. **Solent Half Report**

The 2023 event was successful and went well, finances were discussed in the treasurers report and are available on request. It was proposed that a charity should be selected prior to the 2024 event so it can be advertised in the lead up to the event and used on promotional material. This

was supported by all committee present. The charities to potentially support in 2024 were discussed under publicity.
As charities for 2023 race had not been already agreed, it was proposed the profits would be split 50/50 between 'Oakhaven' and 'Friends of PICU' (the charity of choice from our Members Jack and Emma), this was agree by the committee members present.

15. **Publicity Report**

Advertising for the Solent Half successfully published throughout the summer and was well recieved as the event was a sell out this year.
Publicity for the next beginners course was in place.
A list of local charities for support in 2024 was put to the committee present:

- Dylans Quest
- HIOWAA – Hampshire and Isle of Wight Air Ambulance
- So:Linked.ManGang
- The Crossings
- The Murray Parish Trust

As some of our members have recently been fundraising themselves or have local charities close to their hearts, it was decided to email the membership [AC27] to see if there are any other charities members would like to propose the club support in 2024 or future years. This should include an idea and any justification and will be kept on record to use in future years if not selected for 2024.

16. **Diary**

Currently up to date. Keep sending any new info to TR.

17. **Web**

Current website updated with results as they are sent or become available on Hardly Runners Facebook page.
It was discussed the list of charities the Solent Half has donated to in the past could be added to the website [AC28]. The history of past award winners is being added to as it becomes available.
The new website continues to be planned with a potential start date of the New Year.

18. **AOB**

1) Hardley Handicap Christmas Social event planned for 17th December, with volunteers needed. Due to permit limitations, there is a limit of 50 people for the event.
2) Gait Analysis Evening
   Run Company Southampton has kindly offered Hardley Runners an exclusive gait analysis evening with on the night discounts of 15%. This was discussed but it was felt by the committee present the number of runners would not be high enough to justify the evening and there may be some conflict of interest due to the club already having associations with other local running businesses.
3) Tuesday Social Runs
   It was questioned as to whether the advertising of these runs via email should continue, the committee agree this could as it promotes awareness of other running options within the club.
4) Date / Location of next meeting

AGM 3rd March 2024 10am (following a social run in the same format as previous years.)

Meeting closed 9:15 pm

Charmaine Bradford

Minuted by Charmaine Bradford for Hardley Runners