

Tavistock Tennis Club

Extra Ordinary Committee Meeting Tuesday 17 August 7.55pm via Zoom.

Present: Pete Rodgers, Lyndon Clarke, Hilary Picton, Ron Temperley, Richard Hendin, Inga Ziemina, Julie Wigmore, Claude Sparks and Liz Webb

Apologies: Leigh Hackel

Reasons for extra ordinary meeting:

1. Decision making and communications to membership. We need to articulate a process to ensure that only Committee authorised emails are issued.
2. Immediate problem that Inga's coaching plan for 7 week period from September to October has been promulgated to membership 12/08/21 on the erroneous assumption that the whole committee had agreed and the resulting issues are tensions between court availability for Club Sessions, demand for individual court bookings and demand for other coaching sessions. This issue to be addressed to avoid 'fall out' in the short term pending a more forensic look at how we balance demands of our membership.

Pete opened up the meeting setting out the reasons above but more importantly appealing to our ability to work through these issues which have caused a lot of friction within the committee in recent days with Jon Farquharson deciding to step down as Treasurer (DQ – Will Jon continue to undertake the role to the end of the financial year or AGM to enable a hand over?). Pete's concern was that the Committee could implode and that would be a massive impact on the club especially as we now have so many members keen to play and we are improving more courts this autumn.

Pete asked that those present be given around 5 mins each to set out their views of the issues.

Liz	We need a clear decision making structure to stop this situation ever rising again. We are in this position because we haven't addressed this before now and to paraphrase Leigh in a recent email this was a 'car crash waiting to happen'. We have been victims of own success in more than doubling of membership in the last 16 months and have been so busy dealing with the rising membership and reacting to issues, that we haven't had time to step back and review overall. Mentioned that with failing light, floodlit courts (7&8) would very likely be needed by the coaching groups and this will impact on courts for social tennis users who may feel aggrieved once again that they have been pushed out.
Ron	We need a root and branch review of court usage and come up with a plan regarding balance of coaching/social/team tennis and include tennis coaches. It's been a 'runaway train' we need control and structures.
Inga	For Sept/Oct has 70 members in various coaching groups – more effective use of time as 1-2-1s will only benefit a very few members. There is a lot of demand for coaching and quite a number require evening time as they are working people. When Inga first joined club back in March and signed up to the Coaching Consultancy Agreement,

	she asked what hours she could have and when. At the time she proposed a sub committee to discuss but it never happened and really became so busy with providing the coaching. Going forwards we need to have times in contract especially for group coaching where 2 courts needed. We are big enough to have an integrated coaching programme. Previous role as Head Coach at another club where her role was discussed and the provision of coaching programmes discussed and agreed. An ambitious coach who is solely a coach to earn their income and wants more than a few lessons here and there.
Pete	Yes this is an example of turning Threats into Opportunities – we've gone from a sleep club to something much more vibrant.
Richard	So far we have talked about process but we do need to find a solution to the urgent problem of group coaching specifically those that are going to impact on Club Social Sessions on Tuesday and Thursday evenings. Would like to know who are all the people threatening to leave but Pete said it would not be helpful to the discussion.
Lyndon	He had attended Club Session this evening – it was well attended and was good. Lots of happy people who are coming from Liskeard and beyond.
Richard	Has already talked to STLiL people and they offered not to attend on Tuesday/Thursday evenings to free up space for other members. However in return they would want a couple of courts for an hour on Wednesday evening. Saw Inga's proposals for the autumn as a continuation of Spring/Summer coaching programme
Ron	We need to take a step back but yes we do need to resolve this immediate issue.
Liz	Yes we need a root and branch review, but what about changing times from 6-8pm to perhaps a 5pm start or 7-9pm courses?
Inga	The issue is what members want many of whom are working people. They want 6pm or 7pm not 8pm or 9pm. I also need to think about the length of my working days away from home life. Ideally I would love to operate 9am to 4pm!
Richard	Need to look at the demographic of club sessions. A lot of regular club session attendees are retired/older and perhaps could attend at an earlier time of 5pm. We did this last year when we had a lot of pressure on Club Sessions by extending 5-8pm.
Pete	Yes period of time of club sessions to be reassessed. Need to decide which courts are available at what times. We have got Courtstall quotes in for 1&2 now.
Claude	Concerned that if STLiLs don't attend Club Social Sessions but want a session on Wednesday instead, that would impact on ability of members to book courts on that night as well.
Liz	Raised issue of splitting Saturday Club Social session where for first 2.5 hours to 4pm it is Intermediate and above from 1.30pm and then Beginners/Improvers from 3.30pm Concerned that although there is a 30 minute mix in, it is exclusive rather than inclusive. Would rather rely on Inga and Rhys to assess people and tell them that they are suitable to attend Club Sessions. We need new people in there and where else will we get the committee members of the future? We need to be forming relationships with all these newer members.

Inga	Yes I have assessed 70 people so far. Encouraging people via their WhatsApp groups e.g. Improvers and Intermediate 1s to get together to practice.
Ron	I will lead a sub group to examine court usage and how we can meet the needs of the club for coaching, club sessions, teams practice etc. Inga, Pete, Richard and Lyndon volunteered to join Ron's group.
Liz	Immediate decision regarding communications needed pending a formal Decision Making and Communications Structure being drafted. For now any requests for comms to go out to the membership will go to Liz first who will circulate to committee either for agreement in writing or for a meeting. Depends on the issue/need. As these comms will generate responses to tcmembership@hotmail.com which Liz deals with, she is happy in the short term to be the conduit and promulgator of agreed emails. Ideally, most emails must be as a result of action points from Committee Meetings.
Claude	Surely we don't need to do that for the email that Julie and I need to get out regarding 4 September social event? Response from Liz - No, not necessary as Claude and Julie have been directly delegated by the Committee to deal with all aspects of the event.
Pete	Thanked everyone for their time and input and felt that it had been very positive with constructive outcomes.

Outcomes:

1. Ron to lead a sub group looking at court usage and how we can best meet the demands of the membership across the board. Ron will do analysis of 4 months March to July as a starting point for the group. The group will be Ron, Inga, Pete, Richard and Lyndon. Ron will report back to the next Committee meeting in October, findings, proposals for plans, involvement of key stakeholders who will all need to be included before finalising. {DN: The junior coaching programme also needs to be included and Rhys involved as a key stakeholder}
2. Immediate issue of Inga's Adult Coaching 7 week programme for Autumn 2021 from 7 September to 24 October regarding evening sessions is that
 - a. Club Sessions on Tuesday and Thursday evenings will be extended to 3 hours each evening from 5pm to 8pm to enable people who could go earlier to attend at an earlier time.
 - b. 2 Courts 7&8 required from 6-8pm on Tuesdays for group coaching
 - c. 2 courts 7&8 required from 6-7pm on Thursdays for group coaching.
 - d. This means that for the first hour from 5-6pm on both nights there will be 6 good courts available and there should be no light issues at that time.
 - e. For the hour 6-7pm on both nights social tennis will be restricted to 4 courts 3-6 of which 3 courts will have floodlights once the evenings start to draw in.
 - f. For the hour 7-8pm on Tuesday nights, social tennis will be restricted to 4 courts 3-6 but 3 courts will have floodlights. On Thursdays from 7pm to 8pm all 6 courts available of which 5 will have floodlights.

