



Bristol Bisons RFC

The gay rugby team for Bristol with gay and straight players.

Bisons Annual General Meeting

Thursday 21st October 2010, Ashley Down Old Boys Club




**8 MEN
ROLLING
ABOUT IN THE MUD
APPARENTLY
IT'S A SCRUM!**
BISONSRFC.CO.UK



18 **EVENING POST** www.eveningpost.co.uk

19-01-10

Monday, August 23, 2010

Loud, proud and painting the town pink

THOUSANDS of people stopped the traffic as they joined a local pride parade in the city. The gay rugby club of the city...
The parade took place on the city streets...
The club's players were seen...
The parade was a success...
The club's players were seen...
The parade was a success...



BRISTOL BISONS RUGBY FOOTBALL CLUB
BISONSRFC.CO.UK



Agenda

Annual General Meeting

1. Welcome by Michalis Sanidas, Chairman
2. Chairmans Report
3. Rugby Managers Report
4. Treasurers Report
5. Appointment of the Officers:-
 - Chairman
 - Secretary
 - Treasurer
 - Team Captain
 - Membership Secretary
 - Fixtures Secretary
6. Any other business at the Chairman's discretion

By Direction of the Committee
Dean Chapman, Acting Secretary/Treasurer

**5.2 Members of the committee shall either be elected at a meeting of the club or pursuant to clauses 5.5 or 5.6
*5.5 The committee may co-opt, and remove additional officers and appoint, and disband sub-committees
5.6 If an elected post falls vacant, the committee shall co-opt a member to hold that position until the next AGM, unless removed by a majority vote of the committee.

Officers 2009/10

Chairman

Name: Michalis Sandidas

Email: chairman@bisonsrfc.co.uk

Secretary

Name: Steve Hopkins

Email: secretary@bisonsrfc.co.uk

Treasurer

Name: Dean Chapman

Email: treasurer@bisonsrfc.co.uk

Rugby Manager

Name: Rhys Owens

Email: manager@bisonsrfc.co.uk

Club Captain & Coach

Name: Dan Furness

Email: captain@bisonsrfc.co.uk

Officers

Fixtures Secretary

Name: Tom Hawkins

Email: fixtures@bisonsrfc.co.uk

Press Officer

Name: Fred Hulls

Email: press@bisonsrfc.co.uk

Social Secretary

Name: Danny O'Cheke

Email: social@bisonsrfc.co.uk

Chairman's report

I am delighted to report on the huge progress that Bristol Bisons RFC have made over the past twelve months. It has been a very exciting time for Bisons and we have continued to grow from strength to strength. Not so long ago we had to cancel training sessions due to a low turn out; currently, we get 15 to 20 people turning up to train week in week out; more established clubs are struggling to get such numbers.

My personal rugby story reminds me about the importance of providing a safe environment for LGBT people to take part in rugby union. When I joined back in 2004/05, I had never thrown or kicked a rugby ball. Rugby Union is a minority sport back in my home-country, Greece. Sports was never one of my strong points at school. Playing rugby has definitely made me a better person and Bisons has been an important part of my life over the past five years. When I first started, I never imagined I would be the chairman of this amazing club. I am committed that more people can share the experience of being involved with the Bisons.

May I use this opportunity to thank you for your continued support and enthusiasm over the past few months. We would not be where we are now if it was not for you. I would also like to thank the officers that served the club since the last EGM. In particular, I would like to mention Steve Hopkins who is standing down tonight as the club secretary. Steve has been a part of the Bisons from day one, and he will be missed by the committee. I sincerely hope that he stays involved in some way.

I would like to share with you our key achievements of the club during the past year. I would also like to talk about our future plans as we continue to develop as a club.

Key Achievements

We have been successful in securing a grant from Sports Relief to help us with the development

We have secured sponsorship from Bristol Bear Bar and my Singlefriend.com which made possible our brand new kit.

We were part of a very successful Bristol Pride- taking part in the Bristol Pride Sport Day, the Pride Walk and we had a stall at the community tent during the main pride event. This has generated a lot of media interest, including an article on Evening Post and interviews with Gaydar radio and ITV news

We are full members of IGRAB and we voted for Bingham Cup 2012 host city

We have developed stronger links with RFU- we have applied to become members of the Gloucestershire RFU, met with the Bristol Rugby Development Office and have been invited to the launch of the LGBT History month taking place in Twickenham next month

In terms of communications, we have developed a brand new website, as well as pages on Facebook and Twitter

And last but not least, we had our first 15s home game for well over 4 years against the Avon and Somerset police with over 100 supporters present

Future Plans

I believe it is important not to rest on our laurels and continue our hard work both on and out of the pitch to build on the achievements of the past few months. This season, we have three big tournaments that we are entering and we should be able to make a big impact: Rugby clinic in Edinburgh in two weeks time , Hadrian Cup in Newcastle (April 2011) and the Union Cup in Amsterdam (June 2011).

I also think it is important to strengthen our links with the wider LGBT community, as a way of getting more people involved both as players and supporters. We have a great opportunity as the LGBT History Month (February 2011) is focusing on sports participation- it is important for us to be an integral part of the local history month celebrations. We are planning to work with other LGBT sports clubs in the greater Bristol area to help plan the Sports element of Bristol Pride 2011.

In the medium to long term, our vision is around increasing the visibility of our club. We want to be seen as a rugby club like any other rugby club- where the majority of players happens to be gay or bisexual. Last Sunday, our opponents from the police, commented highly on how well we played. I feel the key for us to survive as a club is to join a local league- and successful games like the one that took place last Sunday is a step to the right direction.

Joining a local rugby league, should not weaken the inclusive ethos of our club. Being an open and inclusive club means we get rugby players of different backgrounds, ages or personal experiences. It is important that we continue to respect each other differences and learn from each other- as this openness is the unique selling point of this club.

I think that the Bristol Bisons RFC should continue to be an integral part of the international gay rugby fraternity. We have gained a lot out of our links with the gay rugby clubs and I would like us to give something back. Imagine a weekend where we would welcome rugby players from across Europe- a total of 10 or 12 visiting teams. This would be one of the biggest if not the biggest rugby union event to be hosted in this city. Tonight, I would like to ask you for your support so that Bristol can be put forward as a candidate city for Union Cup 2013.

Mike Sanidas
Chairman
Bisons RFC

Rugby Managers report

Summary

This has been properly one of the hardest times the club has seen in its short life-time, this is due to not only trying to rebrand from the past to the present date but also to compete with all of the modern activities which all persons enjoy. I am proud to not only be the rugby manager of the Bristol Bisons but I am proud to be in a team mate and friend of all the people involved in the club.

As rugby manager I feel that we have not only developed as a club, or as a team but as individuals. This has only been possible to the commitment from all of the players, supporters and the committee which has worked hard over the last year to develop the club.

Though I understand that perhaps we have not had as much match time as we would have liked, the club is moving forward. Due to the commitment of all of the players, we have been able to develop the training sessions not only to meet the needs of the current players, but we have welcomed new players.

Achievements

Development day at Bristol Pride – this was not just the first Bristol Pride, it was also the Bisons first Development Day. This has allowed to build relationships with the local community and local rugby club (Old Redcliffians RFC) who we are hoping to have good working relationship with, on and off the rugby pitch.

Training sessions – in a short period of time we have gone from 3 people in training sessions to an average of about 16 player attending training on a weekly basis. This has allowed us to grow both as a team and as individuals.

Contact with the RFU and the Rugby Development Officer (RDO) – we have now had contact with RFU and the Rugby development Officer for Bristol which will allow us to develop as a Club. We have met with the RDO to find out if there is anywhere the RFU can support us as a club.

Coaching Course- Rugby Ready- three members have attended the first stage of the RFU coaching course – Rugby Ready.

New Kit – thanks to the hard work of Dan and the sponsorship from Bristol Bear Bar and mysinglefriend.com we have been able to rebrand with a new and different coloured kit from the days when the Club started. The new kit allow us to stand out from other clubs and attracted media interest during Bristol Pride.

Police fixture- this was the first fixture that the club has had in Bristol for over 4 years. This has allowed us to see the progress that we have made as a team. It was great for the players to have some match time and it was also great to see the amount of support which we had during the game. We hope that this fixture against the police could become an annual event.

Challenges

Recruitment and Retention of player – all rugby clubs find it challenging to recruit and keep players, however it is even more challenging for us as we are asking people to step out of the box and challenge the norm being a Gay and gay friendly rugby club. However I think that the more that we are on the pitch and spoken about, this will become a less of a challenge.

Structure in training – as we are an open club and are looking to increase the participation with people of all abilities, there have been and will be occasions that training sessions will need to be flexible to meet the needs of people.

Developing a team- due to the nature of the club I think it has been challenging to put structure in the development of the Team; however with lots of hard work I feel this has been overcome.

Though that we have had these challenges I think that without them we would not made it to the place we have now. So I think it is important that we review them and move forward to the next chapter of the Bristol Bisons RFC.

Future Plans

Development Plan- I have working towards developing the team's development plan so that the club can have clear aims and goals for the future in the following areas.

- Communications
- Rugby Partnerships
- Recruitment and Retention
- Funding
- Facilities
- Welfare and Equity
- Developing Club Committee
- Volunteer Recruitment

Coaching Development Team- you may recall that at the last EGM, the coach was included in the elected positions, although our constitution does not refer to the coach as an elected officer. It has been agreed by the committee that from now on, the committee will appoint the coach of the team, as this is role based on an individual's coaching skills and experience. As we get more people involved in the training sessions, we have introduced a Coaching Development Team. The team will meet on a monthly basis to talk about the development of the rugby training and coaching team of the team. This team will be led by the rugby manager.

Fixtures –it has been agreed that one of the objectives for the next year is to increase the amount of match time. The fixture secretary will be working with the coaching development team to organise match to at least 5 games by the end of the season. In addition to the Edinburgh, Newcastle (weekend of 2 and 3 April 2011) and Amsterdam tournaments, proposed match dates are:

- 27 November 2011
- 11 or 18 December
- 29 January 2012
- 12 or 19 February
- 30 April

Union Cup 2011 (2 to 5 June 2011) – one of our main aims on the rugby pitch this year will be for us to go to Amsterdam and return with a cup. We may not be able to defend our 7s title, as there will not be a 7s competition. We will be probably entering the 10's tournament.

Development Days – as a developing club it has been agreed that we would be looking at holding four development days over the session to increase skills and knowledge not only for current players but also attract new players

Further Coaching develop/training – we will be looking at further training at level 1 for those who attended the Rugby Ready course and if other funding is available to be used to develop the coaching team further.

Joining a League – a long term goal for the club is for us to join a local league in the future. This would result playing rugby more regularly which I know we are all looking forward to.

Rhys Owen
Rugby Manager
Bristol Bisons RFC

Treasurer's report

Annual Review

These accounts are for the year covering 1st October 2009 to 30th September 2010. The balance sheet continues to strengthen as we head into the new season.

The Committee remains committed to the enhancement of rugby to everyone in Bristol.

In a short time that the new committee has been formed we have been received valuable support from:-

- Bristol Bear Bar
- Sports Relief
- My Single Friend

Which has enabled us to:-

- Purchase a new Canterbury kit for this season.
- Produce new publicity material including postcards, posters and a new banner.
- Send our coaching team off to a rugby ready course.
- And enter a stall at Bristol Pride.

We cant just sit on our laurels with Newcastle (Hadrian Cup) and Union Cup (Amsterdam).

Bristol Bison's RFC

Balance Sheet

From: 1st October 2009

To: 30th September 2010

	Income	Expenditure
Brought forward	£870.35	
Shirt purchases	£782.80	
Sponsorship Bristol Bear Bar	£881.00	
My Single Friend	£350.00	
Sports Relief Grant	£1,000.00	
Raffle Money	£52.50	
Sales from old Shirts	£20.00	
Edinburgh Shirts & Hoodies	£17.50	
Membership Fees	£70.00	
Cash in hand (<i>Paid into bank account</i>)	£98.19	
	<u>£4,142.34</u>	
Payment to Steve Hopkins Shirts		-£600.00
VAT amounts outstanding		-£31.00
Postcards		-£168.62
Posters		-£115.74
Water/Drinks for Pride		-£43.63
Payment to IKON Sports (Deposit)		-£500.00
Payment to IKON Sports (Shorts)		-£452.32
Payment to IKON Sports (Shirts)		-£1,059.94
Pride Community Market Stall		-£50.00
Donation to Ashley Down Old Boys Club		-£150.00
Bisons Banner		-£63.40
Bristol Pride Sports Day Insurance		-£55.00
		<u>-£3,289.65</u>
Actual Bank Balance	<u>£852.69</u>	
(As of 1st October 2010)		
Income minus expenditure	<u>£852.69</u>	

Code of conduct for players

- Recognise and appreciate the efforts of coaches, match officials and other players.
- Understand and value the loyalty and commitment of team mates.
- Encourage all players and do not enter into any type of abuse/ bullying either on the pitch or off the pitch.
- Set a good example by recognising fair play and applauding the good performances of all.
- Play rugby for enjoyment, and because you want to.
- Publicly accept officials' judgements.
- Be attentive and work hard at training and coaching sessions.
- Use correct and proper language at all times; no swearing.
- Ensure any injury pre-training/match is reported immediately to the coach.
- Be a sportsman and win with dignity and lose with grace.
- Follow and accept the rugby rules of the game do not question the referees decision discuss it later with the coach.
- Control your emotions and do not verbally or physically abuse players, referees, parents or officials.
- Do not bring the game of rugby into disrepute or disciplinary action may follow.
- contribute to a development of a safe and inclusive environment so that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity to participate in rugby union

Bristol Bisons Rugby Football Club Constitution (Version 1.2 EGM on 14th April 2010)

1. Club Name

- 1.1. The name of the club shall be:
The Bristol Bisons Rugby Football Club (the “Club”).

2. Purpose

- 2.1. The purposes of the Club are to promote and provide facilities for the amateur sport of rugby union in the Bristol and surrounding area and community participation in the same.
- 2.2. The Club shall be a non-profit distributing organisation. All profits and surpluses from its activities must be used only for the purpose of achieving its objects and may not be distributed to members.
- 2.4. In pursuance of its purposes, the Club may, as may appear to be necessary or desirable to the committee, associate or affiliate other sporting organisations. Details of any associations or affiliations to external organisations may be displayed on the club’s website.

3. Membership

- 3.1. Membership of the Club shall be open to anyone interested in the sport on application regardless of sex, age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs. However, limitation of membership according to available facilities is allowable on a non discriminatory basis.
- 3.2. The Club has two different classes of membership and subscription on a non discriminatory and fair basis- full and associate. Full membership will be restricted to those who seek to play rugby for the Club. Associate membership will be available to anyone who wishes to support the aims and objectives of the Club.

- 3.3. Persons seeking to become members of the Club shall apply to the committee, stating whether they wish to become full or associate members. The committee shall have the power to admit any person as a full or associate member of the club. Membership is discretionary and may be denied by the committee.
- 3.4. Any person who owes any sum to the Club in respect of membership fees shall not be able to exercise any right or privilege reserved to members of the club, including voting at any meeting of the Club. Such persons may, at the discretion of the Coach or Captain, be permitted to attend training or play in a match.
- 3.5. The Club Committee may refuse membership, or remove it, only for good cause such as conduct or character likely to bring the Club or sport into disrepute. Appeal against refusal or removal may be made to the members.
- 3.6. Full and associate membership fees are payable from September 1 to cover the following playing season. Fees will be approved at the Club's AGM and may be revised by an EGM. The Club will keep subscriptions at levels that will not pose a significant obstacle to people participating.
- 3.7. A meeting of the Club may confer life or honorary membership status on any person. Life members will be permitted to vote at meetings of the Club, but honorary Membership shall confer no voting rights. Neither life members nor honorary members shall be required to pay any membership fee. An honorary president may be appointed by a meeting of the Club. An honorary president shall hold office for one year, and shall not be a member of the committee by virtue of that office.
- 3.8. Organisations may apply to the committee for associate membership. The committee will determine whether such organisations shall be permitted associate membership and the appropriate fee payable for such membership.

3.9. Potential members who face financial difficulties in meeting the full membership fees can apply to the committee for a reduction. The committee, after satisfying itself of the potential member's situation, may offer reduced rate membership and/or payment by instalments.

4 Property and Funds

4.1 The property and funds of the Club cannot be used for the direct or indirect private benefit of members other than as reasonably allowed by the Rules and all surplus income or profits are reinvested in the club.

4.2 The Club may provide sporting and related social facilities, sporting equipment, coaching, courses, insurance cover, medical treatment, away-match expenses, post match refreshments and other ordinary benefits of Community Amateur Sports Clubs as provided for in the Finance Act 2002.

4.3. The Club may also in connection with the sports purposes of the Club:

- sell and supply food, drink and related sports clothing and equipment;
- employ members (though not for playing) and remunerate them for providing goods and services, on fair terms set by the Committee without the person concerned being present;
- pay for reasonable hospitality for visiting teams and guests;
- indemnify the Committee and members acting properly in the course of the running of the Club against any liability incurred in the proper running of the Club (but only to the extent of its assets).

- 4.4. The Club funds shall be held in a bank or building society account in the Club's name, and shall only be withdrawn on the signature of 2 authorised members of the Committee.
- 4.5. The financial year for the Club shall end on a date chosen by the treasurer.

5. Management

- 5.1. A committee will manage the Club. Only full members of the Club may serve as members of the committee, excluding the position of Treasurer and Membership Secretary which will be open to full or associate members
- 5.2. Members of the committee shall either be elected at a meeting of the Club or appointed pursuant to clauses 5.5 or 5.6 below.
- 5.3. All elected officers shall retire at each AGM, but are entitled to seek re-election. In the event that an AGM occurs during which the elected officers do not retire and during which no member proposes that they do so, the committee shall continue with the same members.
- 5.4. The elected officers of the committee shall be a chairman, a secretary, a treasurer, a membership secretary, rugby manager and a social secretary.
- 5.5. The committee may co-opt, and remove additional officers and appoint, and disband sub-committees.
- 5.6. If an elected post falls vacant, the committee shall co-opt a member to hold that post until the next AGM, unless removed by a majority vote of the committee.
- 5.7. The secretary shall, give reasonable notice of meetings of the committee to all members of the committee save those whom it is not possible to contact.

- 5.8. Procedure at meetings of the committee shall be a matter for the officers of the committee. In committee meetings all elected members, with the exception of the chair, will have an equal vote in all matters. Coopted members may, if appointed on that basis, be allowed a vote equal to the elected members. The chair of any meeting will, in the event of a tie, have the casting vote.
- 5.9. The necessary quorum for a meeting of the committee shall be four.
- 5.10 The committee shall meet at least six times a year
- 5.11 The AGM will appoint a discipline committee consisting of the first team captain, the team coach and three Club members, at least one of whom must not be a committee member.
- 5.12 The discipline committee is responsible for investigating complaints, which may be referred to it by the main committee, a meeting of the Club, the team captain or upon the direction of an official rugby body to which the Club has directly or indirectly affiliated, related to a member's behaviour. The discipline committee has full powers to discipline members in any way the discipline committee sees fit, including by suspending or terminating their membership of the Club. A complaint may include (but is not limited to) an allegation of bringing the Club into disrepute.
- 5.13 A meeting of the Club may reverse a decision of the discipline committee.
- 5.14 The committee may delegate any of its powers to a sub-committee, or to one of its members, or to any other person. Meetings of a sub-committee of the committee shall follow the same rules as meetings of the committee.

6. Annual General Meetings (AGMs)

- 6.1. The Club must hold an AGM each calendar year.
- 6.2. Items for the agenda, and nominations for the elected officers of the committee, must be received in writing by the club secretary at least 28 days before the proposed date of the AGM. Any resolution having the support of at least ten per cent of members shall be put to the AGM.
- 6.3. A notice of the AGM containing details of the venue, date, time and agenda must be sent or given to members at least 3 weeks prior to the meeting. Members who are entitled to vote must also be sent proxy forms. Notices and proxy forms may be in electronic form.
- 6.4. Proxy forms shall be in a form to be decided by the secretary. Proxy forms must be registered with the secretary at least 48 hours before the start of the meeting.
- 6.5. The most recent annual accounts of the club shall be laid before the AGM.
- 6.6. At each AGM, a member shall be elected, from those nominated as set out in clause 5.4 above. No other members shall be elected to the committee save on a resolution to be proposed in accordance with clause 7.1.2.
- 6.7. At each AGM, three members shall be elected to the discipline committee. At least one of those members shall not be a member of the committee. The three members of those nominated to serve on the discipline committee receiving the highest number of votes shall be elected to the discipline committee.
- 6.8. The annual membership fee shall be approved at the AGM.

- 6.9. Only full members who do not owe the Club any sum in respect of membership fees on the day before the notice for an AGM or EGM is issued are entitled to a vote or proxy vote at an AGM or EGM. Associate members may vote for an associate's secretary at an associates meeting to be held immediately before the AGM. Full members may not vote for the associate's secretary.
- 6.10 The quorum for any AGM or EGM shall be a quarter of full members, including proxy votes. If a quorum is not present, the AGM may be adjourned to a time and place to be decided by the meeting, and the members present at the adjourned meeting shall constitute a quorum.
- 6.11 Election for the committee members and members of the discipline committee will be by secret ballot. Other voting will be by show of hands, unless any member requests a ballot.
- 6.12 On a show of hands, each member present and each person holding a proxy shall be entitled to one vote. On a ballot, each member present in person or by proxy shall be entitled to one vote.

7. Extraordinary General Meetings (EGMs)

- 7.1. An EGM shall be convened:
- 7.1.1. at the request of the committee; or
 - 7.1.2. on receipt of a written request by the club secretary, signed by not less than seven members of the Club, and containing the resolutions to be put before the meeting.
- 7.2. An EGM must be convened within 56 days of the secretary receiving a valid request.

- 7.3. An EGM should follow the procedures set out for AGMs, but shall the accounts are not required to be laid before it, it shall not be required to elect committee members or discipline committee members or approve membership fees.

8. Winding up

- 8.1. The members may vote to wind up the Club if not less than three quarters of those present and voting support that proposal at a properly convened general meeting.
- 8.2. The Committee will then be responsible for the orderly winding up of the Club's affairs.
- 8.3 After settling all liabilities of the Club, the Committee shall dispose of the net assets remaining to one or more of the following:
- to another Club with similar sports purposes which is a registered charity and/or
 - to another Club with similar sports purposes which is a registered CASC and/or
 - to the Club's governing body for use by them for related community sports.

9. General

- 9.1. All decisions taken at an EGM or AGM are binding on the committee unless changed by a subsequent AGM or EGM.
- 9.2. Each member will receive a copy of the constitution in written or electronic form on request to the secretary.
- 9.3. This constitution can only be amended by a two thirds majority of the votes cast, including proxy votes, by full members at a meeting of the Club. Anything that could be done by way of an amendment to this constitution may be done with the approval of two thirds of the votes cast at a meeting of the Club.

- 9.4. The Committee will have due regard to the law on disability discrimination and child protection.
- 9.5. All data held centrally by the Club will be held under the Data Protection Act 1998 and only used for the purposes of running the club.
- 9.6. Where there is any conflict between any of the above Rules (“key Rules”) and any other rule or rules the key Rule(s) will take priority. Interpretation of all the Rules must be consistent with the statutory requirements for CASCs (which means Community Amateur Sports Clubs as first provided for by the Finance Act 2002.)



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