



2017 ANNUAL GENERAL MEETING

Management Report & Accounts

SUNDAY 2 JULY 2017
Harlington Leisure Centre

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Annual General Meeting Report 2017

Officers Report	Regional Chairman
Prepared By:	Ben Murphy

Highlights for previous year

As I come to the end of my three-year elected term and put myself forward for another three years, perhaps it is worth reflecting what we have achieved in this period.

Three years ago I set out on a 'programme of change' and with a bold statement that "If you always do what you've always done, you'll always get what you've always got". We were in desperate need to modernise as an organisation to make ourselves fit for purpose and to enable our Technical Committees to more easily get on with running their disciplines for our clubs, coaches, judges, parents and gymnasts.

I set out four key pillars from which we needed to improve:

- Modernisation
- Unification
- Transparency
- Accountability

Committee Procedure and Regulations

We have created a consistent frame work from which to govern our Management, JTC and Technical Committees. We did this by creating a document called Committee Procedures and Regulations. It means that all roles within our organisation are defined, procedures are clear and transparent.

We modernised our constitution to enable our organisation to be more agile and adapt to the needs of today's versatile activities of our members and officials.

Events

Every event now has an event specification form to ensure that both competition organiser and the venue understand what each other want.

Facility hire Service Level Agreements are now in place for all venues LG hires, again ensuring the service levels required from the venue and commitments from LG.

We were one of the first regions to put in place online competition entry which has now established itself as common practice, making life easier for clubs and our officials alike. Yes there will be some who prefer paper and pen, but the hours saved in checking coaching qualification, DBS, memberships is significant.

Also the way we now deliver our events across the disciplines is significantly improved. We have learnt from one and other, but also have a passionate set of volunteers and officials who do their utmost to put on the best production of gymnastics for parents. We have seen a consistently improved 4-Seasons event in Rhythmic, GfA competitions which have grown beyond all proportions until recently under the guidance of Cat Bates. Not just in number of competitors but in a production, that has remote electronic scoring, display screens and a meticulous attention to detail in event production. Just this year GfA listened to clubs by introducing zonal competitions to spread the events across London – and all the evidence to date suggests this has been a great move. How warming it is to see the clubs have such a big say in how their programme is being run and delivered.

And of course, Acro, Tumbling, WTC, MTC, Trampoline and DMT all continue to run excellent competitions. Do I think there is room for improvement – yes. As someone who is enthused by event delivery – I think every so often we need

to stop and ask ourselves whether the programme is what the clubs want, and whether the delivery matches the price we expect our parents to pay. More so – parents rightly expect the production of a gymnastics story to unfold and alongside this story they want a service level that goes with it.

We can also be proud of the many major events which continue to grow in size in London. The London Men's Open remains one of the oldest competitions in the UK and together with the Development Open has grown to over 700 gymnasts across two weekends. We have Commonwealth, European, World and Olympic champions competing in our backyard! The London Festival continues to go from strength to strength, and continues to evolve to meet the demands of a major mass participation event.

Of course along the way we have put on the amazing Night of Stars, Clubs conferences and Annual meetings – most of which remain the envy of so many other regions.

Branding and Communications

We have standardised the LG branding across all of our events and materials. Banners, table runners, medals, certificates, handbooks, communications and much more now are clearly part of the LG brand.

I look back and am super proud of the communication channels we have developed in our Region. It was in no small part to the dedication of Cat Bates and her sister Helen and ably supported by Anne McNeill. We created a new website, we have regular e-newsletter and most importantly a set of social media channels which connected clubs, parents and officials. As of today we have over 3000 followers on Facebook, nearly 2000 followers on Twitter and over 4500 followers on Instagram. Most commercial organisations would be envious of that kind of following and it has really enabled us to share news stories across our diverse membership base.

Financial Governance

London Gymnastics has a significant turnover year on year and that has meant we needed to tighten up on what we spend, how we spend and how we invest. We now have all accounts under the same bank (amazing to think this wasn't in place before), we have procedures in place to be able to freeze accounts in case of irregularities and are able to prepare annual budgets on which we spend members monies in the most productive ways.

This year we have established a professional relationship with an Accountancy firm and in the coming year will ensure our accounts are able to be audited and prepared in a way fit for the organisation type we need to move to.

Commercial Partnerships

Under the hard work of Anne McNeill we continue to have an exceptional sponsorship deal with The Zone who's financial assistance to London Gymnastics has amounted to close to £40,000 over the last three years.

Anne oversees this relationship with meticulous detail, but also works hard to drive favourable commercial partnerships with a range of suppliers including our event photographers, seating firms, venues, Elite Gymwear, Gymnova, printers to name a few.

Improved Welfare framework

Under the watchful eye of Chris Cason, we have been able to run many courses for our Welfare Officers.

We now have extremely close ties with BG's Ethics and Welfare team which is due to Chris' excellent professionalism in this area, and she is able to deal with club welfare matters pragmatically and with speed.

Adding more officer competences

Starting even before I became Chair, we were already on an evolution to split Management of the organisation (LG) from Technical delivery. Yes the two go hand in hand, but there is little point a judge or a coach being asked to work on communication strategies, organise large scale events, write policies, consider our financial footing etc.

So the Management Committee was a vehicle for the day to day running of the Region, to enable the Technical Committees to go about their work and concentrate on the gymnasts.

Over the last three years we have added talent to our Management Committee with a Legal Officer, Communications Officer, Administrator, Events Officer, GAP Panel member, Awards secretary and because of that the running of the Region is on a better footing than it was three years ago. It isn't just about people, we have also developed policies which should stand the test of time for some years to come.

Expense and Volunteer policy

We have developed a volunteer and expense policy which now sets out a clear direction on how our officials are paid, and the level of care our volunteers can expect from London Gymnastics and its Technical Committees. If you do not see those policies being applied – you should challenge the status quo.

Yes of course our decision to revert judges' expenses to being flat expenses and not a paid activity caused some push back, but we have a need to protect this organisation from financial irregularity and the easiest way to do this is by taking away the unknown and replacing it with a clear and transparent policy. Our officials should not be out of pocket for giving up their time, but equally it cannot become all about getting paid. We reached the decision to scrap payment to judges after advice from our Accountant, BG, EGA and following Government guidelines.

We recently met with English Gymnastics and agreed to work on a new Judges Charter to ensure we are looking after our judges in the right way (education, length of competition days, fair expenses etc).

A growing Membership

Against a backdrop in a surge of public positivity towards gymnastics we have seen our membership and affiliation grown in the Region. In the last 3 years over 10 new clubs meaning a further 3500 gymnasts.

Yes of course more members is a direct correlation to the clamber to get on class waiting lists, but the positive increase in the number of affiliated clubs is a reflection of the hard work of our dedicated officers and volunteers across all disciplines who continue to deliver a programme of clinics, competitions and education that make London Gymnastics a worthy organisation to be part of.

Investing back in our clubs and its members

As we look back over the last three years

2017, 47 coaches received grants towards their courses in total £3,600, 37 judges have received grants towards cost of revalidation in total £3,820

2016 & 2015 – 176 coaches received grants amounting to over £19,000. Additionally, £4000 for judging courses and £2000 for welfare course.

On top of this we invested in achievement recognition, club grants, clinics and courses.

Performance

The performance across our disciplines has continued to improve due to the dedication and hard-work of our clubs, gymnasts, judges and coaches.

Across all disciplines we have seen many National and International Titles. Members from a range of clubs and disciplines have achieved National or Home Nation Squad Status across many age groups.

Through clubs, coaches and disciplines working together to share ideas our London gymnasts will continue to grow from strength to strength.

Concerns

- My biggest concern must be the dwindling levels of support required to keep this great organisation ticking over
- A real concern for me is the lack of new blood coming onto committees, but also across our judging and events volunteering
 - Many of the current Management Committee will not be in place in five years' time, with little sign of where the succession of these roles will come from
 - I am therefore of the opinion, that rather than growing the number of activities the Region provides, we instead need to rationalise – and ensure that we concentrate on delivering the very best activities we already have set up.
 - I really would encourage enthusiasts of all ages, from diverse backgrounds and skill sets to contact me if you are interested in volunteering. We always need people with good admin, financial, or IT skills – plus general volunteering.
 - We need to find ways to bring on new blood and that could mean paying for services, breaking the roles up into smaller responsibilities, accepting working styles may need to change and being realistic about how long it takes to achieve our objectives. This is just relevant to our Management Committee, it goes across our Technical Committees, judges and volunteers
 - I am pleased to see the way GfA is tackling this problem – bring in a number of volunteers of all ages and from a range of clubs to support their events
- Another concern is that demand continues to outstrip the number of available classes – there is little London Gymnastics can do directly on this front, but we will continue to be a voice to British Gymnastics and English Gymnastics
- We live in a self-serve culture – parents, coaches, gymnasts all expect more from us, they want things now, they want them cheaper, they want them better and they want them to fit their needs. The rise of the connected consumers who are always 'switched on' means we need to be agile enough to reflect this in the services we provide
- I am concerned at the growing trend of invitation club competitions that are paying judges a significant payment for their services. Of course, this is the decision of all involved at that competition – but I am concerned whether those clubs and individuals are remembering their obligations to HMRC

Looking Forwards:

- I have painted both a positive picture on what we have done in the last three years – a lot to look back on and feel proud – but when I set that against my concerns for the future – the few of us have a lot on our shoulders right now
- I strongly believe the next 18 months is about consolidating what we have set up, and rather than creating many more new projects – that we take a 'less is more' approach – simply put there is not the resource to sustain anything more than this at present
- I look forward with the same passion I did 3 years ago, but I do so knowing that neither myself or many of the dedicated volunteers I serve with can commit the same level of time to the organisation that they did a few years back
- To put it bluntly as I write this report I am very concerned where this region will be in three years' time if things do not change quickly. That change will either come via bringing more people on board to lighten the load, or by changing the complete structure of the way we work.
- A key objective over the next couple of years will be about finding new volunteers to serve on our committees
- I also look forward to greater partnership and collaboration with English Gymnastics who I believe are now on the right direction to once again be the voice of all English Regions
- But let me finish with the positive
 - We will soon announce a significant investment in judging courses as we simply do not have enough judges in our Region across the disciplines
 - We will open up a round of Club Development small grants that clubs can apply for.

Finally let me take this opportunity to make a special mention of our small dedicated army of volunteers who are

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often taking on the thankless task to make this Region and its activities better for our members. We all steal hours from our family, from work, from our sleep because we are dedicated to the cause – or stupid! Our task never gets easier, and these best things all of us can do is to thank one and other first, and to critique second!

Onwards and upwards to another exciting three years.

LONDON GYMNASTICS ACCOUNTS 2016

INCOME

Advertising Revenue	250.00
Affiliation Fees	81,538.00
Closed Account	50,052.68
Commision	140
Floor	5,200.00
Interest Inc	13.03
Medals	280.50
Merchandise	619.10
Regional Refund	1,530.88
Spectators	5,621.64
Sponsorship	3,000.00
World Selection	5,000.00
TOTAL INCOME	153,245.83

EXPENSES

Administrator	6,000.00
Banners	194.4
BG Membership	152
Chairman's Duties	527.42
Coach Ed Account	5,000.00
Computer	781.18
conference	268
Edna Gross Award	250
Honorarium	14,962.50
jtc	173.00
Lg-lo	33,788.21
Lg-mtc	7,021.66
Management Meeting	8,219.96
N.O.S.	4,655.70
Plaques	192.53
Printing	149.82
services	748.54
Stationery	114.65
Taxes	1,605.67
Welfare Officer	272.1
TOTAL EXPENSES	85,077.34

Profit/Loss	68,168.49
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Balance at 31/12/16

Current	20,428.71
Savings	80,000.32
TOTAL Bank Accounts	100,429.03

Balance at 31/12/15

Current	1,630.25
Savings	30,630.29
TOTAL Bank Accounts	32,260.54

World Selection Fund at 31/12/16	101,022.93
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London Gymnastics

Notes to the 2016 accounts

Income

2016 was a very good recovery year after the heavy expense of the “Night of Stars” and the cost of awarding cash assistance to all our top coaches in the Greater London region during 2015.

I believe our balances now stand at a safe level again allowing us the ability to assist gymnasts, coaches and judges as shown by the re-opening of the coach-ed account.

There was however, one special situation, which distorted the true picture when viewing the accounts. HSBC suddenly and without warning closed two of our accounts, MTC and London Open, on the grounds that we had failed to supply sufficient evidence that we were not money laundering! It can be seen under income that there is £50,000 shown under “closed account”. This was the total of both TC’s current and savings accounts. The money owed to the London Open accounts has since been repaid to them as they have managed to open a temporary account but all income and expenditure for the MTC is being carried out through the London Gymnastics Management account with the balance from the closed accounts still showing in that account. At the time of writing these notes the application for a new account is still ongoing as it has been for several months.

In addition to our current and savings account we have a trust fund with HSBC known as “World Selection” This was opened in 2010/2011 with £100,000 pounds. Since then we have been able to withdraw £21,000 (£5,000 in 2016 as shown under Income, World selection and expenditure, coach-ed.) whilst still keeping the fund at the original amount. It currently stands at £103,465. The withdrawals have helped us to help gymnasts, judges and coaches financially.

The Management purchased a floor, which is hired out for events, see assets below and this has earned over £5,000 during 2016.

Expenses

During 2016, management sought the advice of legal, independent accountants and HMRC. As a result it was agreed that we could no longer pay money to people assuming that they would pay their own tax, even if in fact they were so doing. For this reason payments to our administrator were stopped mid-year and all honorariums are now paid under the PAYE scheme through a firm of accountants.

The item listed as NOS is the remaining payments made for the Night of Stars held in 2015.

The item listed as LG-LO is the re-payment to them from the closed account including some payments made on their behalf until they were able to operate their own account. The item marked LG-MTC are payments made by us on their behalf as they are yet to re-open an account. Approximately £20,000 is being held by the main account until then. This amount should be taken into account when looking at the overall profit for the year.

Assets

Our only asset for the year 2016, the floor, after depreciation stands at £3,600, the remaining assets of the old floor and bleachers seating being written off as over 5 years old and of no value.

Dave Balmer

Finance officer, London Gymnastics

Feb 2107

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Annual General Meeting Report 2017

Officers Report	Event Officer
Prepared By:	Anne McNeill

Highlights for previous year

- **2016 AGM** organised at the Jean Brown Arena, Redbridge Sport & Leisure negotiation of price and availability of space, posters and overall 'front of house' on the day.
- **2017 AGM** organised at Harlington Sports Centre negotiation of price and availability of space, posters and will provide overall 'front of house' on the day.
- **2016 Gymnastics for All South Competitions** negotiated prices at Redbridge Leisure Centre, organised 'front of house' set up for the competition. Organised photographers, t-shirts and Zone stall to generate income and facilitating various aspects of the events.
- **2017 Gymnastics for All South** assisted with the negotiation of price and facilitation of competition at Crystal Palace national Sports Centre.
- **2017 Gymnastics for All North** negotiated prices at Redbridge Leisure Centre, organised 'front of house' set up for the competition. Organised photographers, t-shirts and Zone stall to generate income and facilitating various aspects of the events.
- **Men's Artistic Competitions** assisted with the front of house organisation.
- **London Open 2016** facilitating various aspects of the event at Europa Gym Centre including photographers, Zone stall. Organising and co-ordinating the hotel accommodation for the judges and officials
- **London Development Open 2016** negotiation for the venue, Redbridge Sport & Leisure and facilitating various aspects of the event including photographers, t-shirts, Zone stall. Organising and co-ordinating the hotel accommodation for the judges and officials
- **London Open & Development Open 2017** negotiating price at Redbridge Sport & Leisure facilitating various aspects of the event prior to the competition.
- **London Open & Development Open 2018** advance negotiations regarding dates and availability of Redbridge.
- **Club Conference 2017** negotiated price with East London Gym Club, facilitated the event and ran front of house on the day.
- **Club Conference 2018** commenced discussions regarding venue and dates.
- Advising Technical Committee when requested
- Monitoring the Service Level Agreements for all venues used for London Gymnastics Events
- Setting up the Events Specification for many of the London Gymnastics events.

Concerns

- The increasing costs of all venues require considerable time for negotiation to ensure that events and competitions do not incur unacceptable overheads and can maintain a reasonable level of expenditure by the organising committees.
- Finding suitable locations for the various events, Awards Events, AGM that give the correct level of accommodation at a price that is acceptable.
- Finding and negotiating sponsorship agreements for individual events that will reduce the costs for the organisers is becoming more challenging year on year.
- Ever increasing paperwork

Looking Forwards:

Another very busy year

- Assisting all Technical Committees with facilitating various aspects of the event.
- 2018 Club Conference
- 2018 AGM
- 2018 London Open and London Development competitions
- 2018 Awards Event
- Recruiting and liaising with volunteers interested in joining the Major Events team.

Annual General Meeting Report 2017

Officer	Platten Scholarship
Prepared By:	Chris Brockbank

Highlights for previous year

- The London Gymnastics Project; 'Platten Scholarship' opened again at the start of the New Year.
- So far 47 coaches have received grants towards the cost of their courses, with more in the pipeline
- The platten scholarship has been extended to include the revalidation of judges for cycle 14.
- So far 37 judges have received grants towards the cost of revalidation, with some disciplines still in the process of setting up courses

Concerns

- There has been some difficulty with applications getting through if the BG website is 'Down'

Looking Forwards:

- London Gymnastics has pledged to financially support judging courses in the current year to increase the pool of London judges.

Annual General Meeting Report 2017

Officer	London Regional Welfare Officer
Prepared By:	Chris Cason

Highlights for previous year

- London Gymnastics Club conference on the 5th February. A good way to meet other Welfare officers and share concerns. I felt this was a very positive event and hopefully will be repeated...
- British Gymnastics realise the need for welfare officers to share experiences together. With the South and West of England together with London, on 14/5/17 we put on a conference which was paid for in the main by British gymnastics. This was aimed at all Welfare officers. 50 places were allocated and again only just over 30 places were taken up, four were from London plus me. It was good to share experiences with other regions and was well received by the participants.

• Concerns

- London Gymnastics Club conference on the 5th February. The number of welfare officers that attended was very disappointing. I estimate that London has in excess of 300 welfare officers and only 9 attended. The idea was great and I appreciate there were lots of difficulties around that time but if we run it again I would hope that we have a better uptake.

• Looking Forwards:

- Promoting the Welfare officer Seminars
- Building the relationship with Welfare officers and with the help of BG in supporting the Officers in their role.
- I have attended an Acro event and have a Women's and Men's event to attend this year, as I would like to get out and about a bit more to show my face. If anyone has any ideas of other events please let me know.

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Events Report and Accounts

London Men's Open and Development Open

London Festival of Gymnastics

Annual General Meeting Report 2017

Officers Report	London Festival of Gymnastics
Prepared By:	Tracey Griffiths

Highlights for previous year

- 53 teams took part in the London Festival in 2016
 - 17 from London
 - 2 from Scotland
 - 2 from Northern Ireland
 - 1 from Denmark
- Ages of gymnasts ranged from 4 years to an admitted over 35 years young.
- Over 1,100 gymnasts participated at the London Festival of Gymnastics
- Estimated well over 1,700 spectators over the 5 performance sessions.
- The continued commitment from the committee and volunteers to provide excellent events.
- Continued involvement of the main sponsor – The Zone.

Concerns

- Need to find additional sponsors to help keep the costs at the London Festival of Gymnastics at the same level as set last year and keeping the spectator prices the same.
- Maintaining the high level of professionalism and 'individualism' at the London Festival of Gymnastics
- How to introduce new clubs and encouraging adult performers into the festival.
- Maintaining dates for the festival so it does not clash with any British Gymnastics GymFusion dates.
- Maintaining the interest in the festival with the increasing number of regional, national and international events of a similar nature.
- The implementation of the on-line registration for the festival.

Looking Forwards:

- Completing negotiations with Brentwood for the festival in 2018 and/or finding another suitable venue.
- The advantages of working with the London Gymnastics Major Events team.
- The continued involvement of the dedicated team of volunteers.

ACCOUNTS 2016

TEAM REGISTRATION	£41,828.00
ADVANCE TICKET SALES	£12,000.00
PROGRAMMES/RAFFLE/TICKETS ON THE DOOR	£8,805.00
LEOTARD COSTS RECOVERED	£223.00
TOMBOLA	£656.00
PHOTO COMMISSION	£522.60
MISCELLANEOUS	£355.70
TOTAL INCOME	£64,390.30

HIRING BRENTWOOD	£30,955.20
(INC LIGHTING/CATERING)	
T-SHIRT PRINTING	£3390.00
MEDALS AND LANYARDS	£5154.00
DJ FOR DISCO AND COMPERE	£2884.70
HOTEL	£1436.40
LORRY HIRE/FUEL/TUNNEL	£285.00
MEDICS	£600.00
ZONE LEOTARDS	£416.82
WRIST BANDS	£105.73
COPYING/SCANNING/PRINTING	£908.68
MISCELLANEOUS	£784.19

TOTAL EXPENDITURE	£46,920.72
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PROFIT IN THE FESTIVAL £17,469.58

LESS TWO PAYMENTS - £5674.55
FROM LAST YEAR: 2015

TOTAL: £11,795.03

**AMOUNT BROUGHT FORWARD
FROM LAST YEAR** £13,214.26

BALANCE IN THE ACCOUNT AS OF THE 1ST DECEMBER 2016

£25.009.29

Annual General Meeting Report 2017

Discipline	London Open & London Development Open
Prepared By:	Event Team

Highlights for previous year

London Open 2016

- This year was amazing with the GB gymnasts competing for their places at the Olympics.
- The Westminster Cup was a complete sell out and what an amazing atmosphere in the gym.
- Europa Centre worked tirelessly to get the gym looking amazing.

London Development Open

- The Development Open was also a great success having moved to Redbridge Sport & Leisure
- It was astounding to see the sheer number of gymnasts that this competition had attracted over the weekend.
- Thank you for the continued support of the sponsors Westmeria, Gymnova and The Zone
- A very big thank you to all the Event team who without you we wouldn't have the smooth running of the weekend.

Concerns

- Having sufficient judges to sustain the 2 weekends of competition
- Increasing numbers of gymnasts entered for the competitions
- The 2 competitions run over 2 consecutive weekends and sustaining volunteers for the 5 days.

Looking Forwards:

- Continuing to work with Redbridge for the competitions.
- Finalising the 2017 competition
- Maintain the high standard of the competitions
- Continued involvement of the sponsors

London Open Accounts Year Ending 2016

Categories	Sum of Income	Sum of Expenditure	Overall Total
Accommodation		£8,044.21	
AV/Scoring		£7,276.66	
Catering		£962.72	
Clothing		£3,191.41	
Commentator		£1,124.15	
Commission	£1,351.86		
Entry Fees	£38,577.94		
Judges Expense Claims		£3,218.44	
Judging Levy	£150.00		
MC Expense Claims		£3,445.91	
Planning Meetings		£87.79	
Prizes		£1,764.40	
Spectator Entry	£17,198.46		
Sponsorship	£1,750.00	£704.00	
Travel	£400.00	£400.00	
Venue Hire		£27,750.51	
(blank)		£2,893.48	
Grand Total	£59,428.26	£60,863.68	-£1,435.42

End of year accounts 2015

Current £ 15,250.65

End of year accounts 2016

Current £ 13,815.23



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CLOTHING

SPRING
2017



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