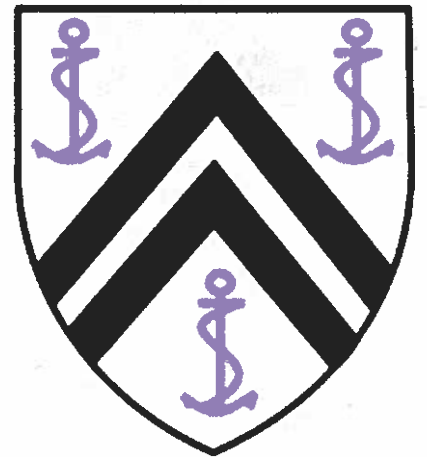


THE ANCHOR 2023



Est. 1926

**The Anchorians Association
Annual Report, 2022-23**

Officers of the Association, 2022-23

Life Vice-Presidents

D W Howard, MA

Miss L McIntosh G M Pike

Chairman

Leigh Willis

Tel: 0778 9501160

Leigh.Willis@ubisoft.com



Hon. Vice-Chairman

Trevor Shave

Trevor.shave@btinternet.com



Hon. Secretary

Nigel Fray,

Tel: 0776 9972455

NigelFray@aol.com



**House Chairman, Bar /
Catering Manager &**

Function Hirings

Steve Williamson

Tel: 07764659284

williamsonref@aol.com



Hon. Treasurer

Paul Conroy

Pconroy769@yahoo.co.uk



**Anchorians Association
Affiliated Clubs'
Representatives**

Gillingham Anchorians RFC

Nick Turner

Gillingham Anchorians HC

Trevor Shave

Anchorians FC

Paul MacDonald

Past Officers of the Association

President	Chairman/Chairwoman	Secretary	Treasurer
H C Barnard (1927-37)	L Roberts (1927-28)	D G Lambert (1927)	D G Lambert (1927)
S J Dale (1938-56)	H Cloke (1929-30)	L B Williams (1927)	A G Willis (1927-77)
C W E Bacon (1957-62)	W F Spinks (1931-38)	R F G Wellard (1928-29)	J D Hunt (1978-95)
J Hicks (1963-87)	P J Beacon (1939)	L N W Johnson (1930-31)	S M Cook (1996-98)
A G Jarrett (1988-96)	P W Davenport (1947-50)	P W Davenport (1932-39)	N E Cripps (2001-06)
M P Barry (1997-2001)	A T J Harrington, DSC (1951-52)	S G Dempster (1947-52)	G M Pike (2007-14)
D W Smith (2002-03)	S G Dempster (1953)	L S Phillips (1953-66)	Mrs R Evans (2015)
Hon. P Morris (2004-19)	D T Pilcher 1954-55)	C A Booth (1967-68)	R J Bursey (2016-18)
	K MacFarlane (1956-58)	M K Batchelor (1969)	P Conroy (2022-)
	G E Palmer (1959-61)	L S Phillips (1970-2009)	
	J A Welch (1962-64)	Miss L McIntosh (2009-15)	
	E C Gorf (1965-67)	N G Fray (2015-)	
	G R Barton (1968-70)		
	K C Taylor (1971-87)		
	D W Howard (1988-97)		
	M V Dean (1998-2000)		
	A J Younger (2001-02)		
	J Clutton (2003-04)		
	Miss A D Bishop (2005-10)		
	N G Fray (2010-15)		
	L J Willis (2015-)		

A brief history of the Anchorians Association

The Anchorians Association was formed on Boxing Day, 1926 by a group of 30 ex-pupils and members of staff of the old Gillingham County (later to become, Grammar) School in Third Avenue, Gillingham – now the location of Robert Napier Secondary School. The School merged with Rainham Secondary Boys' School in 1975 and moved to its Derwent Way site, to form The Howard School. The new School's Board of Governors approved the adoption of the Anchorians Association as a 'ready-made' Old Boys' organisation.

To cement that link, the Howard School badge includes an anchor (the Grammar School's motto was 'Valet Anchora Virtus' – virtue [moral excellence] is our anchor) and the colour, purple – both the Association's and Grammar School's emblems and colours.

Officers of Affiliated Sports Clubs, 2022-23

Gillingham Anchorians Rugby Football Club

Chairman: Andy Pritchard

Gillingham Anchorians Hockey Club

Chairman (Acting): Trevor Shave

Anchorians Football Club

Chairman: Leigh Willis

Editor, *The Anchor*: Nigel Fray

Cover photograph by Marie Fernandes Photography

Association Chairman's Report



Welcome to the 2022-23 edition of *The Anchor*.

Another year has flown past, thankfully without too much interruption, other than a rather wet period during the playing season, which resulted in postponed matches, in particular for the Football Club. Thankfully, this didn't deter our affiliated clubs and their members, who braved the weather week in week out, always with smiles on their faces as they came into the Clubhouse.

We are very fortunate to have an amazing group of volunteers, who daily, help run the Association, its Clubhouse and our affiliated clubs. Sadly, we have lost some of these people (some, lifelong Anchorians) who have given years of devoted service to their clubs and to the Association. It is important that we pause to reflect on each of their contributions and be grateful for the part they played (their stories are to be found in the 'Obituaries' section of this edition).

This year, we invested £14,000 in replacing the Clubhouse's external soffits and fascias, which like other parts of the now approaching 40-year-old building were showing clear signs of wear and tear, not least from the weather. We also refurbished the suspended ceiling and tiles in the main clubhouse hall (the 'Jezard Hall'), which had become very tatty, largely as a result of the many balloons, Christmas decorations and banners that have been stuck to or hung from it over the years. The new bright white ceiling tiles really stand out and show how dirty the old ceiling was!

The ongoing cost of living increases started to impact us, causing the Committee to review food and drink prices on several occasions over the past year, eventually leading it, reluctantly, having to increase them. Our utilities bills were no different as our 3-year fixed term deals came to an end. This saw our yearly charges double. The Committee will continue to monitor the situation against the prevailing national economic backdrop, to ensure that the Association covers its costs, while seeking to make enough of a trading surplus to re-invest these funds back into the Clubhouse for the benefit of our members.

Our relationship with the joint Medway Council / Kent Probation Service community payback team continued, with general maintenance and the upkeep of the outdoor areas (including weeding and hedge trimming) taking place on a weekly basis. The

team also painted all outside doors, as well as the internal doors in the changing rooms.

Next year, we plan to replace the flooring on the balcony, which is now starting to show its age; many of the floor tiles have cracked and are generally looking quite untidy. The changing room showers and toilets could also do with a bit of a facelift; so, should budgets allow, we will look to refurbish these.

As I say every year, the Association continues to go from strength to strength, offering sporting opportunities to the local community. These opportunities can make a huge difference to so many people, creating new friendship groups, develop new skills and to help all of us become physically and mentally more active. Our affiliated clubs should be very proud of what they continue to offer the community, and I would like to thank the volunteer workforces from the Association's committee, our member clubs' committees for continually raising the awareness of our great club to the local community.

Looking ahead to season 2023-24, I hope that we can have a dryer season without interruptions and that everyone remains safe and well.

See you all soon at Anchorians!

Leigh Willis

Chair, The Anchorians Association

State of the Association (Membership)

The Anchorians Association is a private club, but open to all in our local community.

Membership is available through its affiliated sports clubs. The Association owns its own Clubhouse on land leased from Medway Council. All affiliated sports clubs and their playing members are committed to pay an Association subscription; for individuals, not only when they are fit, but also, if injured and are using the Clubhouse. This applies equally to non-playing members.

Members' subscriptions (and the affiliated clubs' facilities fees) are invested into the Clubhouse, to ensure that, after accounting for running costs and other exceptional expenditure, it continues to be well-maintained and a safe, attractive and hospitable 'home' and social space for all of us.

Driven largely by the affiliated clubs' respective youth and minis sections (most notably, those of the Football Club), we continue to see a growth in membership

across each of our three clubs. The total membership of the Association as at end-2022-23 stood at 1,605, of which:

- Gillingham Anchorians RFC: 237 (of which 143 youth / minis) (208 in 2022)
- Gillingham Anchorians HC: 133 (of which 40 youth) (124 in 2022)
- Anchorians FC: 1,235 (of which 1,044 youth) (1,160 in 2022)

Annual Subscriptions: The Association's annual subscription for individual members remains for 2023-24 at **£20** (this includes Family with children, 18 years and under). The affiliated sports clubs' annual Facilities Fee remains at **£1,500**.

State of the Association (Financial Report and Accounts for the Year ending April 2023)

The financial year ending April 2023 saw the first full year of trading following two financial years of Covid disruption, with UK Social distancing restrictions fully lifted only in mid-July 2021. This, again, will distort some year-on-year comparisons with 2021-22 when reviewing the financial statements.

The Association's Financial Statements appear at **Annex A** of this year's edition.

The Association remains in a reasonably robust financial position, despite facing adverse external 'headwinds', such as the cost of living crisis and inflationary pressures, in particular, impacting directly on its cost base. The Committee remains conscious of the need to balance the social and community aims of the Association with the need to maintain our facilities both for now but also for the future.

The latest financial year's performance was pleasing overall.

Total Income at £64,080 was broadly unchanged from last year, but with the prior year including £12,739 of Covid-related grants helping to offset the reduced period of trading. Total bar and food sales increased 41 per cent from £95,759 to £135,391, partly reflecting the additional 3-month trading period in 2022-23, but also the impact of price increases having to be passed on by the Association. The corresponding costs of sales for the bar and food increased by 50 per cent to £53,769, again combining the longer period, but also a material increase in wholesale drink and food prices and

resulting in the gross margin falling from 63 to 60 per cent and net margin from 20 to 18 per cent or £24,095 overall.

Membership subscriptions increased by 8 per cent from £22,730 to £24,560 and Facilities Hire by 40 per cent from £7,991 to £11,198.

Total Overhead Expenditure increased by 15 per cent from £47,279 to £54,190 with the prior year benefiting from Covid-related business rates relief and lower lighting & heating charges accounting for most of the increase. In addition, the Association invested a total of £20,449 across the financial year, replacing the fascias and soffits to the outside of the Clubhouse, plus replacing the suspended ceiling and lights in the main Jezzard Hall. These 'exceptional items' resulted in a deficit of £10,559 for the year, in comparison with a £16,618 surplus for the previous year. However, despite these costs, the Association returned a net surplus of £6,059 across the two years, plus significant steps forward in the maintenance programme.

The Association's Constitution

Over its nearly 100-year existence, the Association's Constitution has been amended, both to reflect changing times and the operational realities of running a modern community asset (including to ensure that we meet our legal obligations). Through our AGMs, we also aim to take on board our members' wishes, insofar as they are reasonably possible and affordable.

The last major change to the Constitution was completed in 2010, when, for reasons of practicality and efficiency, the respective Constitutions of both the Anchorians Association and Anchorians Club were combined. In the 13 years that have passed since then, it has been further amended (or 'tweaked') five times. And now comes a sixth!

The latest iteration (see **Annex B**) includes an amendment to the Association's Objects (or purpose). At its creation, the Association's members were all old boys of the County (later Gillingham Grammar) School. The first objective of the Association was therefore "to further the interests of the School... and to promote and support its activities." Since becoming an open club, many of our members (perhaps, now the majority) have no link whatsoever with the Grammar School or Howard School. As such, we should reflect that. However, while the link between the Association and the School is certainly not as strong as it once was, the relationship certainly remains, and it would be wrong to abandon almost a century of tradition by not recognising that

the relationship continues. The Constitution, the proposed amendments to which were approved at the 2023 AGM, now states:

“To maintain a relationship with and, where possible, further the interests of The Howard School (‘the school’).”

The revised Constitution also makes it clear that the Association is a not-for-profit organisation. All excess revenue (after accounting for costs) is invested into the Association and its Clubhouse for the benefit of its members.

The new text also adds or dispenses with many provisions to correspond with how we run a modern organisation, namely:

- The process for becoming a member of the Association and payment of annual subscriptions, i.e. via membership of one (or more) of its affiliated sports clubs;
- The removal of ‘Day Memberships’ and the need to register guests;
- Specifies the Disciplinary appeals process and Appeals Panel membership; and
- Describes the process for electing a President, should the membership determine that such a role is required and/or desirable.

It’s almost certain that, in due course, the Constitution will be amended again. You have been warned! But it is YOUR Constitution, which governs how YOUR Association is run.

Annual Reports from the Association's Affiliated Sports Clubs

Gillingham Anchorians RFC

The 1st XV, captained for a Club record sixth season by Mark Barfoot (overtaking the five seasons of PJ Beacon, between 1933-34 to 1937-38), started 2022-23 more than shakily, with 5 consecutive losses in an entirely new league comprising 2nd XV's from larger and higher-level clubs, as well as a few old rivals from the Kent and South-East leagues.



After the fifth and arguably most disappointing loss, away to Hastings and Bexhill, the players suddenly 'clicked'. From then on, the mindset in the team changed entirely and the winning habit quickly returned, losing only another 4 of the 17 remaining



fixtures, with great positive team play and a clear commitment to work for each other. The season concluded with Anchs securing a strong 5th place finishing spot in Kent Counties 2. Led with great stewardship throughout from our Coach, Craig Whitehead, and as always, lots of vocal encouragement from the many and loyal group of supporters who watch the

teams each week (especially, the core brigade of loyal away support) players sought always to give their best performances.

Likewise, the 2nd XV, under captain, Joe Ryan had a season of mixed fortunes, with wins and losses balanced evenly at the end of the season, to likewise attain a 5th place finish in the Kent A Rural league.

What is always more important than results is the loyalty and collegiality between the players and the rest of the Club and Association. This is the lifeblood of the Club, and it has been great to see us return to a younger average age across the playing membership, which has allowed many of the older 'war horses' to ease back a



bit. This is in the context where many clubs across the country are struggling to retain players, with many not having returned to the game following Covid (the RFU recorded a 25 per cent reduction in adult male players across England, post-Covid), and with fewer new players taking up rugby across the country following the pandemic.

We have not been immune from this. However, the Club has been encouraged that the Youth sides, under the guardianship of Simon Summersett and his excellent volunteers (see report, below), are continuing to go from strength to strength, with age grade sides throughout the whole structure. Anyone who visits the Club up on

a Sunday morning will not fail to be impressed by the buzz and phenomenal numbers of young people and parents enjoying the atmosphere generated by Simon and the team. It's an incredible asset to the community, with sides playing at all age grades and growing numbers of girls taking up the sport alongside the boys.

The Supporters' Club, as its name suggests and comprised of former players, continues to support the current crop of players through its fund raising and pre-match lunches. These and the annual Vets' Dinner were all well-attended, with many members remarking how much they enjoyed the camaraderie in maintaining old friendships. They were, though, punctuated by the very sad passing of members over the last few months of 2022 and early 2023. The loss of our former team mates and old friends has, in many ways, seen the very best of the Club, in the way we all joined together to celebrate the lives of those who have contributed so much to the Club over many years.

Many of our former players and Supporters' Club members can easily be identified, especially at pre-match lunches, by their blazers (although one does not have to be a Supporters' Club member to purchase one). The path to true blazer 'enlightenment' and sartorial elegance has never been easy - many will recall the 'Pink Panther' episode! A new batch of blazers was ordered this season, but again, the purchase did not run smoothly. On arrival and inspection, a fatal flaw was identified. See if you can spot the error, dear reader!



Our pitches continue to be amongst the very best in the county at any league, thanks to our dedicated grounds crew (see Bob Bursey, pictured, in amongst the 'silage'!). Unlike many clubs this season that had to postpone matches due to water-logged pitches, our home games all went ahead as planned. Our pitches have also been adorned with new posts, two-thirds of which fell or were severely damaged by the storm in February 2022. Thanks to the generosity of so many members and our sponsors, these were replaced; at £1,500-£2,000 for the most basic set, they do not come cheaply!



A special thanks must go to our President, Steve Kyle who has gone far above and beyond what the role typically requires in the past few years, to help guide the Club through many challenges and as a key ambassador for Anchorians. Only very recently, Steve cycled over 400 miles to raise money for supported living for adults with learning disabilities, in memory of our friend and former player, Mark Humphrys, who died recently far too young and was a thoroughly lovely human being (see 'Obituaries' and Steve's report of his journey, below). Steve steps down this year, but will no doubt continue as a welcome and familiar supporter, match linesman and friend at the Club. The Club will be seeking a new President. We are also hoping to announce very soon a new coach and physio appointment, as Craig Whitehead and Sue Wendes both move on to pastures new.

As always, a huge thanks to our friends in the Association, to all our volunteers and committee members who give so much time to allow the teams to thrive on a Saturday afternoon. Thanks, too, of course, to our sponsors and supporters, without whom we would not be the club we are.

The Club held its annual awards evening on 27 May 2023, at the Clubhouse:

1st XV Player of the Year	Chris Everest
2nd XV Player of the Year	Dan Bradshaw
Players' Player of the Year	Tom Golding
Most Improved Player of the Year	Mac Perry

RFU English Clubs Championship – Counties 2, Kent, 2022-23: Gillingham Anchorians RFC 1st XV (5th place of 12 in the league)

Played	W	D	L	Pts F	Pts A	+/-	Try Bonus	Losing Bonus	Pts
22	12	1	9	482	465	+17	10	1	62

Kent County RFU Rural Kent League 'A', 2022-23: Gillingham Anchorians RFC 2nd XV (5th place of 9 in the league)

Played	W	D	L	Pts F	Pts A	+/-	Try Bonus	Losing Bonus	Pts
16	8	0	8	331	339	-8	0	2	40

Minis and Youth section: The Club continues to expand its Minis and Youth base, building a family-friendly, inclusive section of the Club. The increasing number of players who attend training sessions each Sunday is fantastic to see.

During the past year, we have rebuilt links to the Howard School. The Club thanks Jon Cooper, the Head of PE; who along with Ollie Edwards, has helped to establish a solid foundation for the Year 7 pupils and above. The Year 7s team went through unbeaten this season and 7 of their players also turned out for Anchs in this year's U12 team.

The continued commitment and enthusiasm of our coaches (many of whom are former players) is tremendous. They each provide a role model for the players, hopefully ensuring that they will develop into adult players and lifelong Club members of the future. The coaches are supported behind the scenes, by an equally committed team of volunteers, who look after player registration, kit, merchandising, social media platforms and generally keeping things ticking over. Their help and dynamism are a great help and make the Committee's and coaches' jobs a lot easier. So, thank you! We are always looking for new coaches, so if you know of anyone who wishes to be involved, please get in contact with us.



Our 'Girls Only Academy', led by Clare Warner, is doing a sterling job with her time and dedication with coaching. Shaunagh Brown, the former England Roses and Harlequins player, is still involved with the Academy, but is currently coaching the Cayman Island National Ladies' team!

We have played many teams across all age groups this season, travelling across Kent.

The U12s have continued to grow ever stronger. They started out the season just managing to get a side out, but ended with 16 players. New recruits, including lads coming across from the Leigh Academy, Rainham Mark Grammar School and Hoo Academy have boosted the squad, culminating with the season ending on a high when the team beat Medway 4-6 away. We can't wait to see what they can achieve next season.



The U13s had their first ever tour, travelling to Sheffield over the Easter weekend. This was a triumph! Our Sheffield hosts are looking forward to making a return visit next season to the mighty Anchs. In 2023-14, the squad is looking to go to the West Country.

The players in the combined Under 14/15s team, many of whom play for The Howard School, played in the 'Waterfall' competition [a pooled tournament, defined by the RFU as a "competitive playing programme where equal participation/progression is the emphasis"] with great success under the stewardship of Richie Collins and the coaching team. Playing against Dash, Sittingbourne and Whitstable the team put in some fantastic collective performances, which provide great building blocks for next season.

The U16s, coached by Ben Davison and his team, have been competitive in their matches and are looking to recruit more numbers.

Our Minis section continues to grow in strength, across all age groups and we have now started to welcome children from Reception age. We are encouraged by how this has really taken off; so much so, that we have had to split age groups from the U6s, 7s, 8s and 9s. The U10s are now experiencing their first taste of tackling and the U11s, with a squad of over 20 players, have now started 3-man scrums and are looking to develop more positional play ahead of next season.

Our teams have participated in many festivals and tournaments, including the Kent Festival at Canterbury and East Kent, held at Vigo.

It is heartening to see so many young people running around and having fun. The parents have been equally as enthusiastic! A highlight of the season was the Minis' first Friday night floodlight games hosted by Dartford Valley. This was a great success, and already dates are being booked in for next season.



We will be running sessions under RFU guidelines each Sunday through the summer. And on Wednesday evenings (7-8pm), we will be running Touch Rugby (7-8pm) for all ages, be that 10 to 90. So, feel free to come down.

The Club's Minis and Youth website is: www.garfc.org.uk

Andy Pritchard (Chair), Simon Summersett (Chair, Youth & Minis).

Charity cycle ride in memory of Mark Humphrys

On the 12 October 2022, our dear Anchorian friend, Mark Humphrys lost his life to Pancreatic Cancer at the "far too young" age of 59.

Mark was a devoted family man and part of his local community. Everyone he knew was deeply saddened by his passing. To recognise the high regard in which Mark was held, especially by the RFC, its outgoing President, Steve Kyle, liaised with Mark's lovely family to explore a "Charity led" event that would poignantly commemorate his life.

For those not aware, Mark dedicated the last 24 years of his life caring for his son, William, who was born with learning difficulties. Mark was fiercely passionate about William having the best support that was available, and tirelessly employed his very best endeavours over this period to make William's life happy and fulfilling.

Mark originally moved from Winchester to Gillingham/Rainham after completing his education, so when it came to light that Mark's father (Tony) and brother (Richard) still lived in the Winchester area *and* that William regards Winchester as his 'second

home' *and* that Richard enjoys cycling - the idea evolved of a sponsored bike ride, centred around Winchester.

Steve was very happy to represent the Anchorians, whilst Richard cycled on behalf of the family. Mark's wife, Clare, his daughter, Alice and the wider family decided that it would be most fitting for any donations to be given to the Local Supported Living organisation, where William lives with his friends.



This was a great cause, as it keeps all donations local, with 100 per cent of monies raised going to the Supported Living. Most importantly, it would absolutely have met with Mark's full approval.

So, with event and purpose sorted, a route was put together, with Steve cycling from Gillingham to Winchester on Day 1, meeting up with Richard - and then both cycling a circular route over Days 2, 3 & 4 through Hampshire, Dorset, Somerset & Wiltshire. Their eventual destination would be Winchester RFC, Mark's first Rugby Club.

With hours and hours (...and hours!) of cycling training completed, Steve set off on Thursday 1 June; the next day, Richard & Steve completed the leg from Winchester to Dorchester. By day 3, the western tip of Chard was reached, and then the turn northwards and eastwards back towards the next destination, Shaftesbury. For 25 miles of this leg, Richard and Steve were joined by friend, and fellow Anchorian, Tony Hanman. The final leg from Shaftesbury to Winchester RFC was completed on Sunday 4th June.



On the Saturday evening, the riders (and their support team, pictured, of Mick Niven and Sue Humphrys) were joined for a great get together Pub supper by Tony & Julia Shand, Isobel Kyle, Tony Hanman, Clare, Alice & Joel, and family friend, Meg.

The reception when both riders reached Winchester RFC was great, with the bar open, BBQ laid on and approaching 50 people loudly applauding in Richard and Steve, who were competently led in by Richard's 7-year-old grandson, Charlie. A very moving moment!



As of 8 June 2023, the charity ride had raised an incredible £5,000, with new friends made and a super family gathering. The JustGiving page has remained open for a few weeks after Steve and Richard's ride.

The weather was very kind and pretty much perfect for cycling. As one family member put it, "perhaps Mark was looking down on us with the weather being his 'seal of approval' for the efforts of so many."

Special thanks

All Donators - without the unconditional generosity of so many, this event would never have taken off and been the success it turned out to be. A heartfelt THANK YOU from all concerned.

Support team - cycling with the confidence that support is not far away is vital in adding to the enjoyment of pedalling away, in addition to being an important 'safety' aspect. So, thanks to Mick Niven & Sue Humphrys (Richard's wife) - they gave up so much time driving around the Route ensuring they stayed close to the cyclists.

Anchorians - it is difficult to explain how motivating it is to see fellow Anchorians as the ride rolled out. So, a personal thank you from Steve to Tony & Julia Shand, Tony Hanman, Isobel Kyle, Nigel & Mandy Goodhew (who travelled down from Kent on the Sunday to be at the finish) and David Boardman and his partner Clare, who also welcomed Steve & Richard into Winchester RFC.

Additionally, an important mention for Darren Wilson, who through business contact Andy Goode arranged for the "shout out" on the Rugby Podcast. A fantastic thought which certainly enhanced the profile of the event in the rugby community.

Last, but not least, **Winchester RFC** did a great job providing their facilities for the finish. They advertised the event beforehand and ended up by making a £100 donation; a wonderful gesture, which epitomises why we all play/are involved with Grass Roots Rugby - we are really on one large family!

Steve Kyle

Former President, GARFC

Gillingham Anchorians HC

Review of the Men's Section: The 1st XI had a very mixed season but managed to win the games that mattered and finished just below mid table.

Darren Richardson combined goal keeping heroics with the captaincy. He was able to rely on the sterling defensive work of Gareth Price, Chris Lack, Harry Banfield, Adam Williams and Harry Shave. Glen Rawson turned back the clock again to bolster the midfield along with Robbie Tarrant, Luc Debont and Eddie Pitcher. Up front Joel Divers, David Hopkins and Chris Risby scored enough goals to keep us away from the relegation zone.

We were also pleased to see a few fleeting performances from Jake Gordon and James Twigg on their occasional visits home from university.

I am sure the team would like to join me in thanking Chris Lack for his coaching, Mick Lindley for all his hard work as Manager plus Warren Shave who was a permanent fixture on the sidelines, offering support, running substitutions, and occasionally having to umpire.

The 2nd XI had an equally challenging season and flirted with relegation until the final few weeks when safety was eventually secured. The team had a seasoned look to it with the Selby brothers, captain Joe, Mikey and Ben reunited at long last. They called on the experience of Gary Jackson, Simon Pickard, Ash Risby and Iain Rawson but thankfully, the average age was lowered considerably with the likes of David Shephard, Alex Hamer and Tom Wood along with the youthful exuberance of James Pitcher, Ewan Conroy and Alex Pope.

It passed somewhat under the radar as he doesn't really like a fuss, but it would be incredibly remiss not to mention the playing retirement of Gary LD Jackson. He has been a magnificent servant and we shall miss his wisdom, game management and ability to just keep on running.

They have been through a tough couple of years, but the 3rd XI quite rightly takes pride of place after winning promotion with weeks to spare. To go through an entire season undefeated is a truly remarkable achievement. Under the inspirational leadership of Jamie Summerhayes, the Invincibles were simply unstoppable. It's great to see the journey they have been on in the last few years. A massive well done to Jamie, Darren Carter, Roger & Will Knight, Cheyne McMillan, Ethan Beard, Max

Gordon, Tyler Marks, James Winter, Richard Pethick, Sam Twigg, Jacob Holmes, Ciaran Ralph, Nathan Willis and Ethan Sindrey. The 3rd XI's final playing record reads P20 W18 D2 GD +69 and 56 points won out of a possible 60.

Talking of inspirational captains, the 4th XI had their own in Dean Hughes, who also put in a brief playing cameo which proved one of the highlights of the season. The mixture of youth and experience blended very well and a 6th place finish in the league was highly commendable. They lost out to the 3s in the Anchorians very own version of 'El Classico', but the pre-match mind games between Dean & Jamie were definitely amongst the season's highlights.

It was just great to see a few father and son combinations playing in the 4s, with Dean alongside Callum & Drew Hughes, Roger & Ben Pope, John & Sam Heaney plus James & Mayson Zerafa. Those seasoned pros, Nigel McDonald and Neil Dixon, performed consistently well alongside newcomer, George Austin.

Review of the Ladies' Section: The Ladies 1st XI had a mixed season in terms of results, but you couldn't fault the enthusiasm and it was clear the enjoyment factor was back under the captaincy of Natalie Williams. A 5th place finish was highly creditable with my personal highlight being the back-to-back home wins against Gore Court and OWS which ended up scuppering both sides' promotion hopes. Unfortunately, we dropped too many points against teams lower in the league and this did come back to bite us.

Charlotte Brown stepped up to fill the goalkeeping void left by Herbie. Laura Hopkins again provided our defensive rock ably supported by Kathleen Quinn, Alex Bunting with Heather Shave rolling back those years at right back! We did see the welcome return of Learnna Smith for a few games and we are hopeful that her work commitments will allow her to play more regularly next season.

The all-action midfield included the experience of Tash Stevens and Meghan Smith alongside the youthful enthusiasm of Amy Shave, Grace Smith, Ellie Lister and Megan



Doutch. Grace Wren had the uncanny ability to be in the right place at the right time to top the goal scoring charts. Jess Gray went off travelling the world but still

contributed on the goals front and we did miss having her around for the whole season.

The team will join me in thanking David Hopkins for his coaching and to their loyal band of supporters Tara & Paul Wren, Rebecca & Gareth Lister and Scott & Suzy Douch.

The Ladies 2s were incredibly unlucky to end up at the wrong end of their league. I know Emily Deacon will be upset but there are so many positives to take from the season and she has left the team in great shape for next season. Games were lost by the finest of margins and who knows, if Jackie Gray's bionic hip had been fitted earlier, we may have scored the goals we needed to stay up.

Emily played on in goal despite being injured with Steph Bigsby and Evie Cousins forming a new and solid defensive partnership. They were flanked by Mika Scott and Izzy Goddard who both had great seasons. We were able to call upon the experience of Rachel Rawson and Helen Selby in midfield to support the tireless efforts of Charlotte Millen.

Up front, Maisie Parker, Katy Beard, Evie Luckhurst and Caitlin Wellings worked tirelessly to create openings. Thanks also for a few guest appearances from Heidi Pickard and Helen Goddard who kindly helped out when resources were stretched and from Emma Strangleman when her shifts allowed. I'm sure the team will join me in thanking Sarah Millen for all her wisdom and guidance throughout the season along with Caitlin's mum and dad, Jennie Scott and Jai who were regular touchline supporters.

The Ladies 3s are on course to finish 4th in their league which is a great achievement. It was great to see Sara Gooding return to play with daughter, Hattie and we saw another player returning in Mel Young. They both contributed fully to the goalscoring charts. Thanks are due to Kirsty for captaining the team and it was great to see a real mixture of experience in Denise Gray, Rosa Hargrave, Carrie French, Sian Simpson and Vicky Winchester playing alongside the many youngsters enjoying their first taste of adult hockey like Rebecca Shave, Emily Bunker, Alice Hagues, Melissa and Lily.

Umpires - A massive thank you to all those who stepped forward to umpire this season but particularly to Paul Conroy, Keith Hopkins, Richard Pethick and Andy Bunker who more often than not, found themselves umpiring at least 2 games on a Saturday.

Each team's final performance this season and final league standings are as set out in the table, below.

Team	P	W	D	L	Goal diff	Pts	League Position
Men's 1s	22	7	3	12	-21	24	8
Men's 2s	20	5	5	10	-25	19	9
Men's 3s	20	18	2	0	+69	56	1
Men's 4s	20	8	3	9	-8	27	6
Ladies' 1s	22	11	2	9	-7	34	5
Ladies' 2s	22	5	4	13	-15	19	11
Ladies' 3s	22	14	3	5	+37	43	4



The Club's ever popular and well-attended Annual Dinner was held on Saturday 22 April, at which the following members received awards for their performances and support of the Club throughout the season:

2022-23 Award winners:

- | | |
|---|--------------------------|
| Roy Thomson Most Improved Young Player (Ladies): | Mika Scott |
| Keith Hopkins Most Improved Young Player (Men): | Ethan Beard |
| John Bloor Young Ladies Player: | Grace Smith |
| Jersey Trophy Men's U21 Player: | Eddie Pitcher |
| Martin Banfield Veteran Player: | Darren Carter |
| Malcolm Batchelor Individual League Performance: | Amy Shave |
| Adrian Kearney Team League Performance: | Men's 3 rd XI |
| Phil Biggs Club Person: | Paul Conroy |
| Les Phillips Club Personality: | Frances Pitcher |
| Ron Ashdown Individual Achievement: | Kathleen Quinn |
| Nigel McDonald Newcomer Award: | Charlotte Millen |
| Chairman Award Overall Contribution: | Laura Hopkins |

Trevor Shave
(Acting) Chairman, GAHC

Anchorians FC

The 2022-23 season passed, thankfully, without too much disruption compared with recent, Covid-affected years. However, the weather certainly wasn't our best friend, with waterlogged pitches on numerous occasions, even when we went into so-called 'Spring', snowflakes fell. This inclement weather will probably become part of our normal season moving forward; however, it didn't deter our teams and committee getting as many games played as we could, to ensure the season was completed in time for most of the teams, with a handful having to play up until the end of May to complete theirs.

This season followed in a similar vein to last, with teams' squad sizes getting bigger, to improve availability levels on match days. To that end, we set another milestone as a club, with over 1,200 players registered, culminating in 87 teams, from U7s to Super Vets, creating more playing opportunities than ever before. The youth section remains our biggest entity with just over 1,000 players, of which 400 players are female, showing our ongoing passion to support minority groups within football. Speaking of which, we are very pleased to have finally re-started our youth disability session after a 6-year hiatus this past January, giving opportunities to participate to those who can't access mainstream football. Thanks to coach Seb, the session has been hugely successful with 20+ participants each week. We aim to offer a match day experience for the players, by entering a team(s) into the Kent Disability League next season.

After a two-year absence, it was great to have our annual events back on the calendar, kicking off in May with the newly titled 'Steve Cooke Charity Shield'. The



Charity Shield was established in 2013 and was renamed in honour of Steve, who sadly passed away from COVID-19 in December 2020. The idea behind the Shield is to give something back to the local community and generate monies for a chosen charity that has a connection to our club. Over the six

years it has run, we have raised over £23,000, which is phenomenal achievement. Last season was no different, with over £4,300 raised for Steve's young family. On behalf of the committee, we would like to thank everyone involved for making this such as special day for Steve's family and the support it generated for them. The May 2023 event will be in aid of prostate cancer.

The youth teams' presentations took place over 4 evenings at Brompton Academy School, to celebrate their season, award our players and say thank you to their managers/coaches for all the hard work they had put into the season.

In June, the Club hosted its much-anticipated summer tournament, with over 210



teams and 2,100 players, participating over the course of the weekend. Thanks must go to the tournament committee, and all the volunteers that helped to arrange such a successful event; they should be proud of what the Club managed to deliver. Due to the success of last year's tournament, this year has filled

up in record time, so we look forward to delivering the same experience again with your much needed to support to achieve this.

The tournament offers a sustainable community event outside of the playing season, while generating surplus revenue into the Club. This season we were able to re-invest those funds back into the players, by purchasing $\frac{1}{4}$ zip tops to all our members, this was no easy task with size and manufacturing restraints to manage, but thanks to Ronnie Fardell, our sponsorship secretary who undertook this task, we managed to kit out our players.

Our community coach workforce worked tirelessly again this year to deliver engaging football sessions, creating opportunities to everyone and anyone that wishes to participate. During the summer, Easter and Christmas holidays, the Club ran free Health and Fitness (HAF) camps for those on income support and eligible for free school meals. These sessions benefitted over 500 children, who all thoroughly enjoyed themselves. The Club's partnership with Medway Council, Medway Night Shelter, Kent Sport, and Genesis football continues to deliver sessions for those unfortunate



enough to find themselves homeless or in a vulnerable position. The work undertaken by Andy and Seb on this project was proudly recognised by the Kent FA's annual

workforce awards, where players and coaches attended the awards ceremony to receive their accolade of 'Project of the Year'.



The accolades didn't stop there. In December, at the prestigious Medway Sports Awards, the Club was presented with the 'Sports Club of the Year' and was runner-up in the 'Junior Sports Club of the Year'. (Yes, that is England legend, Chris Waddle sporting the same haircut from 30 years ago!) Andy Brown was also recognised at the awards, picking up runner-up in volunteer of the year. Well done, Andy!

On the pitch, many of our teams reached a cup final: the U9 Lions; U9 Panthers; U11 Pumas x 2; U11 Panthers; and U12 Tigers. Well done to all of them, enjoy your day, no matter the result. As of writing this, we still have several teams at cup semi-finals stages and a few teams in contention for league honours, good luck to those teams.

Last year, I wrote that we would have the new changing room pavilion in use. Unfortunately, this hasn't happened, as it's still not fully functional; we hope this will be in place for the start of the new season. The same can be said of the overflow car parking, on which we have been working tirelessly with Medway Council to get some sort of hard standing on the area by the 3G pitch. We remain hopeful this will come to fruition during the 23/24 season.

Sadly, it's that time in the report to say goodbye to a few members of our volunteer workforce, who have decided to step down from their roles at the club. Trudi Chronnell has been our Registration Secretary since 2018, registering over 5,000 players in her tenure and being the oracle of the FA systems. Trudi regularly fed back to the FA, suggesting how they could improve them, some of which was implemented; not enough though, according to Trudi! Helen Smart, holder of the Club's purse strings, has been Treasurer of the Club for 8 years, managing our finances impeccably during this time. This has allowed us to keep the fees as low as they are, whilst still offering some of the best facilities in Kent (and possibly, in England) for grass roots football. Thankfully, Helen isn't completely going and will remain on the committee in another capacity.

We also said 'farewell' to Darren Smart and Les Fullagar, both of whom are retiring from coaching, now that the players under their leadership have completed their youth careers and transition into the adult game. Their service, while maintaining the Anchorians ethos throughout their 10-year tenures has been nothing short of

incredible, ensuring each season that their players had competitive matches to participate in, no matter the result. We hope both Darren and Les enjoy their coaching retirement.

Lastly, and one I never thought I would have to write about is Gary Miller. Gary has been Mr Anchorians of the men's Athletic side for over 35 years. Originally, a standalone club, Gary integrated the team into the main club in 2014, creating our men's section and the pathway for our youth male members to progress to. Gary's legendary green coaching book is still fondly remembered from our committee meetings as is his 20-year-old mobile phone. Thank you, Gary, for your amazing service and loyalty to Anchorians, and we hope you will pop up to the Clubhouse every now and then to see us.

Once again, none of the above would have been achieved without the amazing volunteer workforce we have at our club, who day in day out go over and above to keep the players playing. Thank you so much for all you do, we don't always get it right and at times have to make unpopular decisions. However, we are constantly learning and adapting as a committee, to ensure the players are at the heart of everything we do. We should all be proud of what we continue to achieve, the rewards are clear to see that we are truly making a difference to those in our community.

Looking ahead to season 23/24, I hope that this proceeds without any major interruptions. More importantly, I hope everyone remains safe and well.

Leigh Willis (Chair, Anchorians FC)

The Howard School report, 2022-23



As we fast approach the end of the academic year, one wonders where the time has gone again!! It's really pleasing to see the school continue the long-standing affiliation to The Anchorians Association, as many of our students and staff - both current and former - continue to maintain links with the 'Anchs'. We would also like to thank The Anchorians for reminding us of our strong ties and allowing us to use this as another platform to showcase the good work that has taken place this year at the school.

We have implemented some new ideas taken from high quality research and some of the highest achieving state schools in the country.

Years 7 to 10 now take part in afternoon reading (for 30 minutes) in which the teacher, and when appropriate students, read aloud to the remainder of the class who follow the text whilst being read to. The importance of reading cannot be emphasized enough. Research and evidence show that reading:

- Increases attainment and writing ability;
- Improves text comprehension and grammar;
- Widens breadth of vocabulary;
- Improves positive reading attitudes;
- Gives greater self-confidence as a reader;
- Improves chances of reading in later life;
- Improves general knowledge;
- Gives a better understanding of other cultures; and
- Gives a greater insight into human nature and decision-making.

This has been received fantastically well by all our students and we are really pleased by their positive response. The texts have been very carefully selected to challenge students' thinking on several different topical issues and support our PSHE and Personal Development Curriculum.

We have also made a really big push encouraging students to complete independent study (Homework) set by subject teachers and the completion of their Study Skills. Research from the Education Endowment Foundation states:

“Homework has a positive impact on average (+ 5 months), particularly with pupils in secondary schools.”

There are numerous other pieces of research and evidence which show that the impact of homework increases with the increase in age of children. The key to maximizing the benefits of completing independent study is for students to do it regularly and often. This enables students to progressively build and practise their skills and memorize knowledge in small chunks. This, in turn, reduces stress and anxiety when completing tests and exams, as learning and revision is not left until the last minute. It also reduces stress and anxiety in the long-term.

Students have responded very positively to the new changes and we have made an extra effort in ensuring that this is being recognised. This year, students receive house points automatically every lesson when they do the basics well. This recognises that

the vast majority of our students always meet our basic expectations. Where students do not do so, house points are deducted. Golden tickets, our new scheme, have been given out to any student who exhibits 'extraordinary excellent behaviour and attitudes or helpfulness'. This forms a key part of our drive in developing a positive school culture. The vast majority of our students do very well, and those achievements should be recognised.

As part of this we also have a big drive on all members of the Howard School being polite to each other. We have a saying 'If I am polite to you, you are polite to me' and *vice versa*. To enable this to become everyday school culture, we are encouraging students to greet their teachers when they enter the school gate and classrooms with a simple "Good Morning / Afternoon, Sir / Miss" and for staff to reciprocate. We believe when the small things are done well and applied consistently, it leads to big change and big improvements.

Another new idea we brought into practice is 'Morning Meetings'. Year 7s and Year 8s have tutor time delivered to them by a member of the SLT as a year group. The year 7s sit in the sports hall and the year 8 sit in the assembly hall. The aim is to ensure all students are in receipt of the highest quality in terms of delivery, it allows for a consistency of key messages and allows senior leaders to model the highest standards and values we expect from our students. As always, every time we raise the bar for The Howard boys, they rise to meet our high expectations and they have taken really well to this new concept.

Implementing these key initiatives will allow us to continue building on our 2021-22 successful GCSE and Post-16 exam outcomes. The boys at the school again outperformed their peers at other schools and were on average +0.17 points above the national average for boys, when compared to the last set of full exams in 2019. At post-16, we averaged a grade 'C' which is excellent for students entering the world of work or continuing onto an apprenticeship or university.

On a wider note, we have continued to develop opportunities for our students to develop more holistically. The Howard School welcomed Her Excellency The High Commissioner of the Maldives, Dr Farah Faizal along with The Worshipful Mayor of Medway, Councillor Jan Aldous, Councillors Chris Buckwell and Martin Potter. The visit, that comprised of a tour around the school and a live video link-up to the Muhyiddin School in the Maldives, was a great success and has started to pave the way for future collaborations, support and possible exchange visits.

We also welcomed award winning poet, Daljit Nagra to the school to deliver masterclasses and workshops to the students. Encouraging wider reading and reading every day is something we are committed to doing. We have brought in more support for those students arriving at school with gaps relating to reading and literacy by employing several extra staff as catch-up tutors. Alongside this we have begun a scheme in which we have trained sixth form students to support those with below age reading ages. It's great to see our older students supporting the younger ones and modelling positive behaviours such as empathy and kindness. Our aim is to ensure that all our students leave school with age-appropriate literacy, numeracy and reading skills.

As well as more esteemed guests, we have also had ex-students come in and give talks to 6th form students about their career paths after they have left school. This is something we hope will grow.

The Howard school has for several years offered a very wide range of trips and although it was interrupted by Covid, the trips offer is well and truly back on course. We have had trips to France, Italy, Belgium, Majorca, Croatia and forthcoming ones to Spain and France, again; not to mention a vast number of local and national trips. A huge thank you has got to go to the staff, as many of them give up their weekends and holiday time to facilitate these.

The PE department continues to do a fantastic job in delivering excellent exam outcomes and offering a very broad range of extra-curricular activities. Every PE teacher gives up 3 evenings a week to run a different club. One would be pushed to find another school offering as much.

As always, the support from our parents/carers has been instrumental in ensuring that we were able to support students in adapting to these changes and expecting more from our students.

Since 2020 the school has moved forward significantly, and many improvements have been made which were needed to ensure that we got students back to a sense of normality. Our theme for the next academic year is 'Attention to detail' and getting better at what we have set up and brought in over the last 3 years.

Ultimately, if students work quietly with minimal interruptions, they read regularly, complete every independent study (homework), engage in extra-curricular activities,

are polite and courteous, then they have every chance of being successful in their exams and more likely to leave the school as better and more rounded individuals.

We are really proud of what we have achieved and if any member from the local community would like to visit the School, please feel free to contact the school office to book in for a tour or chat. Here's to an exciting 2023-24.



Jaz Johal
Head Of School

From the archives...

Twenty years ago, as part of the RFC's 75th anniversary season celebrations and as a curtain raiser for the respective clubs' league encounter, Anchs fielded a Vets XV against Cranbrook RFC. Cranbrook ran a regular Vets' team that included former stars like Barry Carter (ex-Wasps centre), David Boardman (Coventry, in the club's glory days – and Anchs!), Dave Catt and Mark Scott (both Maidstone – again in the club's glory days, and Kent). However, they met their match against an Anchs old 'uns XV.



Gillingham Anchorians Vets' XV v Cranbrook Vets' XV (18 January 2003)

Back row: Graham Boardman, Dave Whitehead, Jon Barker, Brian Perry, Steve Langley, Nick Milton, Simon Summersett, Tony Shand
Front row: Mark Humphrys, Calvin Brady, Stuart Nelson, Crieg Stevens, Mick Day, Mike Turner, Steve Kyle, Nige Fray

As the local newspaper reported, "proceedings commenced at a frantic pace, which soon slowed. Anchs' steady play at set-pieces allowed the old half-back partnership of Mark Humphrys and Mick Day to gain territorial advantage, but Cranbrook's tackling kept the first half scoreless. Early in the second half, Mick Day's boot put Cranbrook winger, Gez Higgins under pressure. The ball bounced loose and Nigel Fray [please indulge the editor of *The Anchor!*] gathered to touch down. Day duly converted." Despite extreme pressure from Cranbrook, Graham Boardman, Nick

Milton, Dave Whitehead, Calvin Brady, Tony Shand and John Barker defended superbly, the highlight of which was Graham's brilliant tackle on his brother, David! The final score: Anchs 7, Cranbrook 0.

In the 'support act', the 1st XV beat Cranbrook 51-0.

Fifty years ago, in 1973, the Association reported that bar takings had broken all previous records, with "business having been so brisk that, on occasion, all three bar steward volunteers had had to be on duty at the same time." This success was founded upon the enthusiasm of the affiliated sports clubs' social committees, including the RFC's Saturday night discos, run by Mike Williams and Ian Kelly, and the HC's summer barbeque and jazz evenings. The backbone of the bar trade was, as it remains today, derived from after-match drinking.



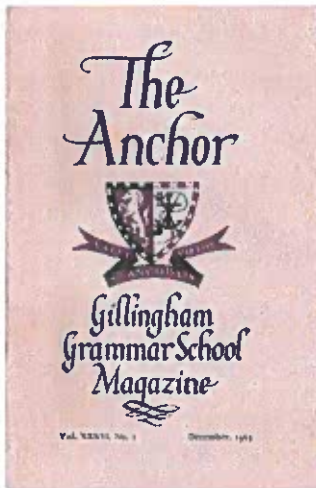
The Association's Annual Dinner saw a break with tradition, with it having been held at the (Featherby Road) Clubhouse and not at the Grammar School. The move took place due to "practical considerations", with the Committee noting also that a change of venue would soon have to change in any event, with the School moving in 1975 from Third Avenue to Rainham, to form The Howard School.

The Grammar School's Headmaster, John Hicks, reported on developments concerning the Grammar-Modern School to be established upon the Campus site at Rainham. The Governing Body of the new joint school, which was appointed at the beginning of 1973, held its first meeting on 16 February. Alderman EW Walters, MBE was appointed Chairman of Governors and Councillor RW Jones was appointed Vice-Chairman. Mr Hicks reported that he was "very pleased to accept the appointment of Headmaster-Designate of the new school," which was due to open in September 1975 with about 1,800 pupils. In March 1973, a contract was signed for over £1 million (£10 million, today) for the first phase of the new buildings.

Sixty years ago, the Association reported in its supplement to that year's edition of *The Anchor* that it was looking forward to the reality of having its own Clubhouse.

It also assisted the School in helping to raise £75 (c. £1,250 today) as each School in Kent's contribution to the new University of Kent at Canterbury. Any surplus money

raised would be shared between the School, to provide items not normally obtainable through County funds, and the Clubhouse Appeal Fund.



Formal approval to purchase the Featherby Road site was passed at a meeting of the Committee on 18 February 1963: "It was resolved, on a motion from the Chair (J A Welch), that the 0.6-acre site at the junction of Cornwallis Avenue and Featherby Road, Gillingham, be purchased by the Old Anchorians Association from Gillingham Corporation, freehold and with vacant possession for the sum of Six Hundred Pounds [c.£10,500 today] and that Messrs GE Brooker, LS Phillips and

WP Weatherhogg be and are appointed Trustees if the said Association in the negotiations for and purchase of the site mentioned above."

The purchase agreement was signed by the four trustees in March 1963.

Calling all historians!

With the Association's centenary in 2026 approaching, research is underway to gather as much information as possible for a centenary book.

One special area of interest is to discover as much as possible about the more than



sixty Old Anchorians whose names are listed on the Memorial that hangs in the Clubhouse stairwell, who gave their lives in the service of their country during World War II. At the very least, it would be a suitable tribute to include in the book the details of each individual whose name is honoured, which of HM Armed Forces or civilian services they served in and if possible, to describe the

circumstances in which they made the ultimate sacrifice (some of those, the Association's old membership records show, were 'Killed in Action').

This will necessitate a fair bit of detective work, not only examining the Association's own archive material, but also military records, for example via the Commonwealth War Graves Commission, National Archives, or directly from Regimental / Corps records.

Given the scale of the exercise, I am delighted that The Howard School's History Department and students have agreed to assist with this research. If there are any Association members, also, who would be interested in helping with the research (one of those listed on the Memorial Board may be related to you – and all will have been your predecessors in Anchs colours on the sports field), then do let me know.

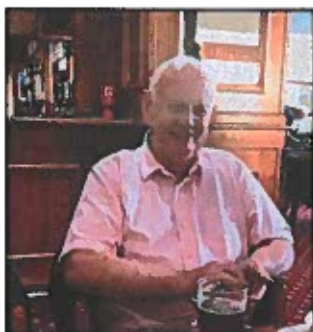
More generally, there is a wealth of knowledge and hopefully, happy memories which will add further 'colour' to the basic historical records of the Association. I'd welcome reminiscences, stories from memorable matches, photographs, etc. So, please, therefore, send me anything you have – or simply come and have a chat, over a pint and stroll down memory lane, while I scribble some notes...

Nigel Fray
Hon. Secretary

Obituaries

Dave Banks, BEM: Dave was a member of the RFC and a former House Chairman of the Association. He served in The Army and afterwards, joined the Kent Fire Brigade. On retirement, for many years, he ran an off-licence in Fairview Avenue, Wigmore. A former Team Secretary of the Rugby Club, Dave played mainly in the lower XV's.

Keith Brown: Keith was a stalwart of the Hockey Club for so many years as a player, umpire and Chairman. You certainly knew you were in a game if you came up against Keith - a robust defender and a great reader of the game. He also possessed a very dry sense of humour. He is survived by his 3 sons, James, Kevin and Tom all of whom played for the club in their younger days.



Richard ('Dick') Charles Emlyn Ferguson (3 September 1943 – 24 October 2022): Dick, a lifelong Anchorian, having attended Gillingham Grammar School, passed away peacefully, aged 79, surrounded by his wife, Val and children, Simon and Margs, in the early hours of Monday 24 October. He told his family on numerous occasions that he'd really enjoyed his life and had no regrets, despite the tragedies of losing his sister, Pat, in her early twenties and his son, Andrew, at 32. His family praised the Rugby Club for its magnificent support during those tough times both then and more recently.

If nothing else, Dick's time at Gillingham Grammar School provided him with life-long friendships, befriending the likes of Dennis Howard, Keith Austin and Pip Lowe. They spent time together outside of school, particularly enjoying frequenting The Ship Inn in Lower Gillingham. The landlord would let under-age drinkers sip half pints of beer, smoke and play bar billiards in the back room.

Dick joined Westminster Bank, starting at the Chatham branch as a junior clerk in October 1967. Transferring to London to improve his career prospects, he started in the West End, gaining promotion to various City branches and then eventually to the Head Office at Lothbury. He finished his NatWest career as a Senior Manager at the Shoreditch Branch.

The Grammar school gave Dick his first opportunity to play rugby, which developed into a life-long passion. That said, he enjoyed all sports, playing cricket and hockey at school, mainly for the House. He also swam for the House in the school sports day when he was a sixth-former, but left the pool before the race had finished when he realised that he

wasn't going to win - much to the incandescent rage of Bill Willis, a senior teacher (and the Association's long-serving Treasurer), yet to huge cheers from the rest of the School! Rugby was his preferred sport, however, so he joined what was then known as Old Anchorians RFC. This was where he first got to know another life-long friend, Tony Jones, who was a year below him at school.

Dick originally played as a back-row forward, but it became obvious that he was destined for the front row, given the size of his thighs and varicose veins! He was a committed club man; during the season, he would spend most of the weekend at the Clubhouse at Featherby Road. He played rugby to de-stress for two hours, although he used to worry that his opposite number was going to destroy him at every scrum. This was rarely the case. Dick played many years in the 1st XV, captaining the team during the 1974-75 season.

He also captained the seconds, thirds, fourths and fifths. His fifth team had an especially enviable record, only losing one game. The team benefited from experienced players, who were also good mates of his, such as Arthur Scudder, Colin Mosdell, Graeme Pike, John Jennings and Bob Hotham, and stalwarts like Ken Fisher and Dave Banks; even Mick Niven deigned to play a few games for his fifth team! Dick was delighted that he managed to play a few games with his nephew, Gordon, the two Scudder boys, Justin and Brandon, and before he retired, with his sons, Simon and Andy.

Together with the older players, Dick helped to nurture the next generation of 1st XV players, even on one occasion subsidising the younger players' match subs and beer to make sure they continued to play for the Club. For many years after his playing career, as a mark of respect, the 1st XV used a move called 'Fergie O' (for open-side) or 'B' (for blind) if they had a penalty opportunity near the opposing try line.

Of course, Dick enjoyed the social side of rugby, telling all in earshot funny stories from various tours, and singing along with 'Tanks' (Clive Dowell) and the lads, the latter taking him back to his childhood days as a choirboy with Jez Higgins, Rod Dolling and his brother, Gavin.

He was also as committed off the field as on it, taking on various committee roles and was made Life Vice-President to reflect his on- and off-field efforts for the Rugby Club. Over the years, the annual Vets' Dinner became a highlight in Dick's calendar, always pleased to catch up with his old rugby friends like Stephen Partridge, the Higgins and the Boardman brothers, to name a few.

Dick's daughter, Margs, recalls that rugby was a huge part her family's life. When she was in infant school, every Monday everyone in the class had to write about what they had done the previous weekend. Marg's was the same every week: a drawing of matchstick men in purple and black tops standing on green grass with a big "H" in the background representing the rugby posts. Accompanied by the words, "On Saturday I watched my Dad play rugby..."

Mark Charles Humphrys (29 October 1962 – 12 October 2022): Mark (or 'Humps' as he was affectionately known) passed away at Wisdom Hospice, just a couple of weeks before his 60th birthday after a short, yet brave battle against pancreatic cancer.

Mark was born in 1962 in Uganda, where his Dad served as an Agricultural Officer. His early life was spent in East Sussex before his family moved to Winchester in the mid-1960s. After Prep School, Mark went on to Epsom College where he found his lifelong



loves of rugby and cricket (the latter, a lifelong passion playing at school, in Kent and for the Surrey wandering side, Grasshoppers) and a host of what became lifelong friends.

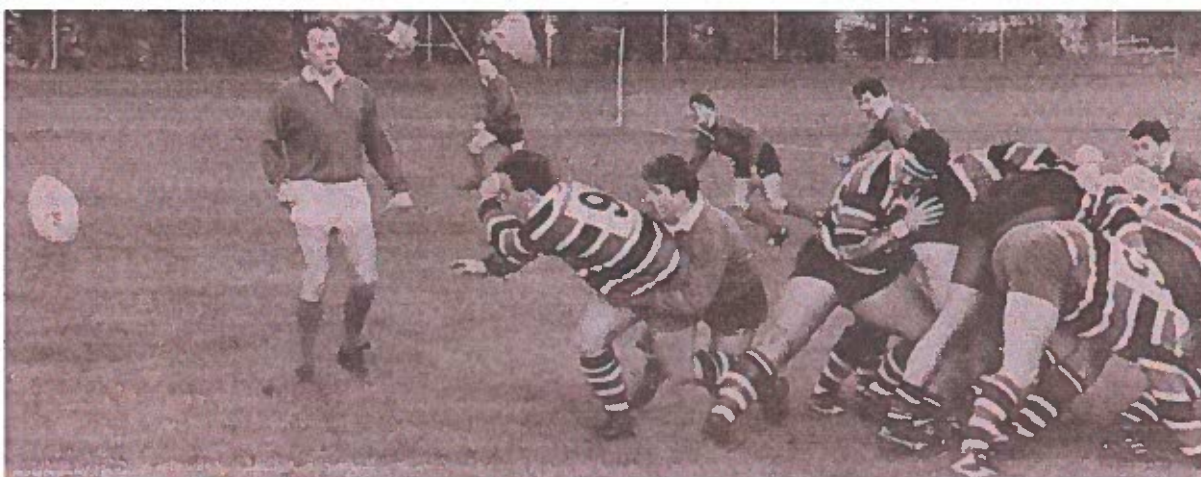
After a year off, Mark went on to complete his BEd at Borough Road (West London Institute of Higher Education), now part of Brunel University. It was there in 1986 that he met Clare and they were married in 1992 in Rainham, Kent.

Mark spent over 30 years as a Physical Education teacher at The Howard School, where he is fondly remembered by staff and pupils alike. In addition, he was a member of Gillingham Anchorians RFC and enjoyed some great seasons as scrum half in the 1st XV.

Mark, above all, was a dedicated and loving family man to his wife Clare and children, William and Alice.

Jaz Johal (Head of The Howard School) writes: It pains me to write that The Howard School lost one of its longest serving members of staff, Mark Humphrys. Mark started his teaching career in 1987 at the School, teaching PE and then rose through the ranks and became a senior member of the Pastoral Team. When I arrived in September 2000, Mark was a Head Of Year and someone whom I came to recognise as very approachable if you were having difficulties in the school. What stood Mark out was that, regardless of the pressures of the school he was always calm and respectful to those around him including staff, students and parents. Mark was the epitome of how to keep a cool head

and be polite regardless of the circumstances. He demonstrated these qualities right through the 23 years I was fortunate to work with him.



I was lucky enough, also, to have played one game of rugby with him in 2001 when the Howard staff played the Anchorians. I recall the conversations that many of the Howard and Anchs players used to have about how great a sportsman Mark was at his peak. Again, this was clearly evident when the Howard Staff played in a Cricket match against Rochester King's School Staff. Even with his bad knees and ankles, he was clearly a cut above the players on show. Everyone within the Howard School Community is unanimous in saying that Mark was a true gentleman who lived his life displaying the values and qualities that we all hope to emulate. In memory of Mark's service to the school, we have raised and donated money to Mark's family charity of choice and we have a new Sports Trophy named after Mark, which students will compete for in our annual Festival Of Sports Day.

Frank Martin: A member of the RFC, Frank joined the club when his son, Grant, played in the Club's youth team. This soon whetted Frank's own appetite to play rugby and, joining the club in 2003, he became a stalwart member of the 4thXV and at one point was the Club's oldest playing member.

Frank will be remembered for his one-liners, humour and his outstanding arm-wrestling skills. He earned the nickname 'Batfink' due to his large ears! Legend has it that, when playing, they provided him with a shield of steel. However, with his superpowers fading, Frank, eventually, did have to wear a scrum cap, as he was having the blood drained from his ears after each week's match, to avoid the shield of steel becoming a shield of cauliflowers!

Frank leaves a legacy of rugby players in his family: Grant, an Anchorian; Danielle (Harlequins Ladies); and now grandson, Harley (Maidstone RFC).

Alistair McKintosh: Alistair, a Life Member of the Association, passed away on 4 January 2023. He had been suffering from dementia for several years, but contracted influenza just before Christmas and failed to recover. Alistair played hockey for Anchorians from the early 1970s until 1989 when he and his wife, Janet, moved away from the Medway Towns. Playing mainly for the Club's lower division teams, he is remembered by his playing contemporaries as a prolific goal scorer for the club over many years. It's fair to say that he didn't expend too much energy running around the pitch and he certainly benefited once the offside rule was abolished, but he was absolutely lethal in front of goal.

Brian Richomme: Brian recently passed away at the grand old age of 89. He was born in Jersey and part of his childhood was spent, during World War II, under German occupation. This may explain his steely determination and he will be remembered as a fierce competitor. When his playing days were over, he took on the role of 1st XI manager and he was at the helm throughout the Club's most successful playing period. A fantastic servant of the Club, we will all have our fond memories of Brian and he will be greatly missed.

Terry Williams: Just as this edition of *The Anchor* was about to be issued, we learned of the passing of Terry – a member of the RFC and who, in his youth, also played for England schools (at flanker). His rich, mellifluous tones, piercing the general hub-bub while recounting stories from yesteryear were a highlight of the RFC's annual Vets' Dinners.

NEWS OF 'OLD BOYS'AND GIRLS!

We welcome news from members of the Association who may have moved away or have simply lost contact with old friends and team mates. Helping everyone to keep in touch with old friends provided the fundamental basis of why the Old Anchorians was formed and it is something that the Association continues to make happen.

I would very much welcome any emails / letters from you giving your news and that of your contemporaries for inclusion in future editions of *The Anchor*.

Please send your correspondence either by post to:

The Hon. Secretary,
The Anchorians Association
The Clubhouse
Darland Avenue
Gillingham
Kent ME7 3AN

Or by email to: NigelFray@aol.com

A

The Anchorians Association: Financial Statements 2022-2023

THE ANCHORIANS ASSOCIATION

PROFIT & LOSS ACCOUNT for the:

	<u>Year ended 30th April 2023</u>		<u>Year ended 30th April 2022</u>	
	<u>£</u>	<u>% Sales</u>	<u>£</u>	<u>% Sales</u>
<u>INCOME</u>				
Bar sales:				
Bar sales	108,126	100.00	75,676	100.00
Less: bar purchases	<u>36,810</u>	<u>34.04</u>	<u>25,724</u>	<u>33.99</u>
Bar gross profit	71,316	65.96	49,952	66.01
Food sales:				
Food sales inc. catering	27,265	100.00	20,083	100.00
Less: food purchases	<u>16,959</u>	<u>62.20</u>	<u>10,012</u>	<u>49.85</u>
Food gross profit	10,306	37.80	10,071	50.15
	<u>81,622</u>		<u>60,023</u>	
Total bar and food sales:				
Sales	135,391	100.00	95,759	100.00
Less: purchases	<u>53,769</u>	<u>39.71</u>	<u>35,736</u>	<u>37.32</u>
Total gross profit	81,622	60.29	60,023	62.68
Bar manager/honorarium	25,820	19.07	18,919	19.76
Bar staff	<u>25,123</u>	<u>18.56</u>	<u>16,941</u>	<u>17.69</u>
	<u>50,943</u>	<u>37.63</u>	<u>35,860</u>	<u>37.45</u>
Bar & kitchen consumables	4,930	3.64	3,582	3.74
Depreciation - bar equipment	<u>1,654</u>	<u>1.22</u>	<u>1,654</u>	<u>1.73</u>
	<u>57,527</u>	<u>42.49</u>	<u>41,096</u>	<u>42.92</u>
Gross profit on bar and food sales	24,095	17.80	18,927	19.76
Facilities hire:				
Member clubs	11,198		7,991	
Other members - Pre school & hall hire				
	<u>11,198</u>		<u>7,991</u>	
Annual subscriptions:				
Members	24,560		22,730	
	<u>24,560</u>		<u>22,730</u>	
Other income:				
Pool Table surplus	567		350.00	
HMRC JRS Covid-19 grant			739	
Medway Council Covid-19 grant			12,000	
Legacy income	2,500			
Capital grants credited to income	<u>1,160</u>		<u>1,160</u>	
	<u>4,227</u>		<u>14,249</u>	
TOTAL INCOME	64,080		63,897	

THE ANCHORIANS ASSOCIATION**BALANCE SHEET at**

	<u>30th April 2023</u>	<u>30th April 2022</u>
	£	£
ASSETS		
Fixed Assets:		
Leasehold building at cost	145,933	145,933
Leasehold building accumulated depreciation	<u>(113,840)</u>	<u>(110,920)</u>
	32,093	35,013
Fixtures, fittings & equipment cost	182,025	177,759
Additions in the year	841	4,266
Fixtures, fittings & equipment accumulated depreciation	<u>(167,019)</u>	<u>(162,433)</u>
	15,847	19,592
	<u>47,940</u>	<u>54,605</u>
Current Assets:		
Bar stock	4,117	4,494
Debtors & prepayments (see note 1)	629	27
Bank (Nat West current account)	57,991	65,646
Cash floats	1,700	1,700
Card receipts	1,613	237
	<u>66,050</u>	<u>72,104</u>
Current Liabilities:		
Creditors & accruals (see note 2)	3,117	2,552
VAT due/(owed)	<u>701</u>	<u>2,267</u>
	<u>3,818</u>	<u>4,819</u>
Net Current assets:	62,232	67,285
Total Assets less Current Liabilities	<u>110,172</u>	<u>121,890</u>
Creditors due after more than one year:		
Loans from club members	7,827	7,827
NET ASSETS	<u>£ 102,345</u>	<u>£ 114,063</u>
Represented by:		
Reserves:		
Profit & loss account:		
Brought forward at 1st May	100,144	83,525
(Deficit)/Surplus for the year	<u>(10,559)</u>	<u>16,618</u>
Balance carried forward	89,585	100,143
Deferred Credit:		
Capital grants	12,760	13,920
	<u>£ 102,345</u>	<u>£ 114,063</u>

The accounts for the year ended 30th April 2023 were approved by the General Committee and signed on their behalf on 13 June 2023 by:

L J Willis
Chairman

THE ANCHORIAN ASSOCIATION

BALANCE SHEET at

	<u>30th April 2023</u>	<u>30th April 2022</u>
	£	£
Note 1 - Debtors and prepayments		
Net wages	39	27
Ground rent	253	-
Insurance	337	-
	<u>629</u>	<u>27</u>
Note 2 - Creditors & accruals		
Facilities hire deposits (prepaid income)	950	810
Light & heat (accrual)	390	446
Professional fees (UHY accrual)	797	1,015
Other accruals	980	281
	<u>3,117</u>	<u>2,552</u>

THE ANCHORIAN ASSOCIATION

	<u>30th April 2023</u>	<u>30th April 2022</u>
	£	£
CASH FLOW STATEMENT for the year ended:		
(DEFICIT)/SURPLUS for the year to date	(10,559)	16,618
Add:		
Depreciation - bar equipment	1,654	1,654
Depreciation - leasehold buildings	2,920	2,920
Depreciation - fixtures & equipment	2,932	5,365
Less:		
Capital grants credited to income	(1,160)	(1,160)
	<u>6,346</u>	<u>8,779</u>
Funds (Absorbed by)/Generated from Operations	(4,213)	25,397
Movement on Working Capital:		
Decrease/(Increase) in stock	377	(3,541)
(Increase)/Decrease in debtors and prepayments	(601)	954
(Decrease)/Increase in creditors and accruals	(1,001)	2,512
	<u>(1,225)</u>	<u>(75)</u>
	(5,438)	25,322
Funds from other sources:		
Application of funds:		
Fixed asset purchases	(841)	(4,266)
	<u>(6,279)</u>	<u>21,056</u>
(Decrease)/Increase in bank and cash		
Check:		
Bank (Nat West current account)	Increase (7,655)	Increase 24,388
Bank (Bank of Scotland subscriptions account)	-	Decrease (3,569)
Bank (Bank of Scotland 200 Club account)	-	-
Cash floats	Increase 1,376	Increase 237
	<u>(6,279)</u>	<u>21,056</u>
NB Gross Income, net of VAT	<u>175,376</u>	<u>140,729</u>

THE ANCHORIANS ASSOCIATION: CONSTITUTION (as amended June 2023)

Preamble

Whereas the Anchorians Association was established originally as a means for all Old Boys of Gillingham Grammar School and former pupils (male & female) of The Howard School, who, on leaving the school had a facility to maintain contact with old friends and to socialise, principally through the playing of sport.

Whereas the Anchorians Association, while remaining a private club is open to the local community.

Whereas all members of the Association shall be informed of the objects of the Association, its elected officers, affiliated clubs and information as regards application for membership

Whereas the Annual General Meetings (AGM) of 'The Anchorians Association' and 'The Anchorians Club', held on 29 January 2010, determined that the two organisations should be merged.

Whereas the aforementioned AGMs determined that the two organisations should unite under a single title.

Whereas the aforementioned AGMs determined that the two organisations share a single, unified Constitution.

Has adopted the following Constitution:

I - NAME

1. The name of the Association shall be 'The Anchorians Association' ('the Association').

2. The Association operates as a not-for-profit organisation, with all excess revenue (after accounting for costs) being invested into the Association and its clubhouse for the benefit of its members.

3. For trading purposes only (including for registration for VAT, liquor and entertainment licensing, etc.) the Association shall be known as 'The Anchorians Club'.

II - OBJECTS

4. The Association shall have as its objectives:

- i. To maintain a relationship with and, where possible, further the interests of The Howard School ('the school').
- ii. The provision to the local community of opportunities for sport and recreational facilities, through the creation and maintenance of affiliated sports clubs, non-political activities, social interaction and refreshment for its members.
- iii. The provision and maintenance of the Association's Clubhouse and in support of its affiliated sports clubs, the sporting facilities at Darland Avenue, Gillingham, Kent, ME7 3AN.

III - COLOURS AND ASSOCIATION BADGE

5. The colours of the Association shall be purple, black and silver. For all Association-related apparel the colours shall be arranged, either:

- i. For the Association tie, in a recurring design of diagonal stripes to the following specification: purple 1 inch, silver 1/16th inch, black ¼ inch and silver 1/16th inch; or
- ii. On a black background, a motif of the Association badge, ½ inch by 3/8 inch in size alternating diagonal columns, 1 inch deep and 1 inch between shield points on each motif.

6. The Association badge shall display on a shield argent two chevrons sable between three anchors purple.

7. All affiliated sports and other clubs' playing kit, club ties and, where appropriate, casual wear shall be in designs comprised of the Association's badge and

colours. Any proposed and significant departures from this requirement must be submitted to the Association's General Committee for approval.

IV - MEMBERSHIP

8. The Association shall consist of the following categories of members:
 - i. Ordinary Members –The Association is a private club, yet open to all in the local community, on payment each year of the annual subscription (As amended from time-to-time). Membership of the Association is a pre-condition for membership of any (or all) of its affiliated sports clubs.
 - ii. Life Members – As determined at the Annual General Meeting held on 5 June 2014, the provision of Life Membership of the Association has been discontinued. Those Members who, before 5 June 2014, were paid-up Life Members of The Association will continue to remain as such, and no further annual subscriptions will fall due for payment.

9. All members of the Association's affiliated sports and other clubs (see Section XVI) must also be members of the Association.

V - APPLICATIONS FOR MEMBERSHIP

10. Applications for membership of the Association under Section IV.8.i shall be made either directly to the Association (for social membership, only) or more typically via the affiliated sports club(s) through which membership is sought. Members' details shall be submitted by the affiliated clubs' respective officers to the Association's Membership Secretary.

11. All individuals, upon becoming members of the Association and, thereafter, shall be required to pay an annual subscription (see Section VI, below).

12. Upon receipt of the annual subscription, members will be able to obtain (on payment of a nominal sum to cover the cost of production) a membership card which affords a discount on purchases made from the bar or kitchen.

VI - SUBSCRIPTIONS

13. The subscriptions for Annual Membership for the categories specified at Sections IV. 8.i shall be decided from time to time by resolution at the AGM of The Association, when notice of a motion to amend need not be given.

14. The annual subscription shall become due and payable in advance on 1 May each year. Annual subscriptions to the Association shall be collected by the affiliated clubs and shall be paid to the Association by no later than 31 October.

VII - FAILURE TO PAY SUBSCRIPTIONS

15. Any members failing to pay their annual subscription by 31 October shall be liable to have their membership and privileges of the Association withdrawn.

VIII - PRIVILEGES

16. All Members of The Association (unless otherwise specified below), who are not also required to be members of any of its affiliated sports clubs:

- i. To receive copies of The Association's annual report and accounts, *The Anchor*, as issued periodically.
- ii. To receive notice of, to attend and to vote at The Association's AGMs.
- iii. To receive, upon request, a copy of this Constitution.
- iv. To stand for election as an officer of The Association.
- v. To use the Clubhouse at any time during opening hours.
- vi. To make an application (in writing) to the Standing House Sub-Committee for permission to hold a private function in the Clubhouse, subject to the rules and conditions of hire set out in Annex B below.
- vii. To use the Association's sports facilities, upon becoming fully paid-up members of the relevant, affiliated sports club.
- viii. Children of Ordinary Members shall enjoy no privileges other than to use The Association's premises and facilities during opening hours and to purchase refreshments other than intoxicating liquor.
- ix. Non-members (for example, opposition teams) and guests attending at the specific invitation of The Association or one of its affiliated sports or other clubs previously approved by the General Committee in connection with the activities of such clubs may use the premises and facilities of The Association.
- x. Non-members shall be permitted to purchase intoxicating liquor for consumption on the premises only.

17. Intoxicating liquor shall not be purchased for or consumed by any persons under the statutory age of 18 years. Nor shall intoxicating liquor be purchased by any person under this age. All affiliated clubs shall ensure compliance with the requirements of the Licensing Act 2003 and/or any subsequent statutory provisions that may amend or extend those requirements.

IX - SUSPENSION, EXPULSION AND TERMINATION OF MEMBERSHIP

18. The General Committee shall have the power, which it may delegate as appropriate to a Disciplinary Panel, to suspend or to expel a member should their conduct and/or behaviour not be in accordance with social and reasonably accepted norms and not to be in the best interests of the Association, its volunteers or its members. This power is exercisable on condition that a resolution to suspend or expel is passed by a two-thirds majority of those voting at the meeting at which suspension or expulsion of a member is considered. Any such resolution, if passed, shall take effect immediately and shall be communicated to the person concerned within 7 days.

19. The General Committee will convene a Disciplinary Panel, comprised as the Committee determines, but typically, of up to three of its members, including an officer of the affiliated sports club to which the individual appearing before the Panel belongs. The Association Secretary shall also attend. The Panel members shall nominate a Chairperson. The Panel will convene to consider the allegation and evidence received and whether it determines that the individual concerned has a case to answer.

20. Any member appearing before the Disciplinary Panel will, before their appearance, be informed of the way in which the Panel hearing will be conducted.

21. Panel hearings will be fair and transparent; the Panel is not a court of law and the burden of proof of any allegation of misbehaviour and/or misconduct will be based on the civil test of the balance of probabilities. The appearance before the Disciplinary Panel by a member of the Association does not pre-suppose that guilt has already been established.

22. The Panel may also be convened where an individual playing for an affiliated sports club has been red-carded and dismissed from the field of play and whose actions (including any off-field misbehaviour) may have brought not only the affiliated sports club, but also the Anchorians Association into disrepute. If an

individual is found by the Disciplinary Panel to have brought the Association into disrepute, the Panel will be free to issue its own sanctions in addition to any that are imposed by the affiliated sport club. The Panel will be guided / informed by the sanctions laid down in the Regulations and/or Laws of the national body that oversees the affiliated Club (i.e., Rugby Football Union, Football Association, England Hockey Union).

23. As appropriate, the individual appearing before the Panel will be told who has made allegations against them. The Panel will not impose a suspension or termination of membership, unless it believes on the balance of probabilities that the evidence merits it and termination of membership would be – and be seen to be - a reasonable, appropriate and proportionate sanction.

24. Any member who is suspended or expelled shall be entitled to appeal, with any such appeal being heard and considered by the General Committee as a matter of urgency and within 14 days of notice of intention to appeal having been received. Any resolution amending or rescinding a resolution to suspend or expel a person must be passed by a two-thirds majority of those voting at the meeting at which the appeal is being considered.

25. When making an appeal in respect of a suspension or an expulsion from the Association, the individual concerned must state the basis of the appeal. Appeals will be limited to:

- Where there is, at first sight, evidence that the Disciplinary Panel hearing was not conducted in accordance with the process as laid out in the Constitution; and/or
- Where there is, at first sight, evidence that the Disciplinary Panel hearing was not conducted in a fair and transparent manner; and/or
- Where new evidence can be presented that may cast doubt on either the Disciplinary Panel's original decision and/or, if a 'guilty' verdict can still reasonably be sustained, the sanction imposed.

26. The Appeal Panel will comprise different individuals from the first hearing. The Association Secretary shall also attend.

27. An expelled member may apply for re-admission to membership of The Association not sooner than one year from the date of expulsion. Any such

application for re-admission shall not be accepted unless passed by a two-thirds majority of those voting at the meeting at which the application is being considered.

28. Annual Membership shall automatically be terminated when a member falls into arrears with their annual subscription to The Association (see Section VI.13-14, above). At this point, it shall be the duty of the General Committee to ensure that all privileges of either Annual Membership are not enjoyed by unqualified persons.

X - OFFICERS OF THE ASSOCIATION

29. The Officers of the Association shall consist of:

- i. A Chairperson, Vice-Chairperson, Secretary, Treasurer, Assistant Treasurer, Membership Secretary, House Chairman.
- ii. Any other officers created on an *ad hoc* basis and as deemed necessary by the General Committee for the effective governance and running of The Association.
- iii. All officers shall serve in an honorary (i.e. unpaid) capacity.
- iv. Honorary Life Vice-Presidents may be elected at the AGM from persons nominated by the General Committee as having given exceptionally valuable and/or meritorious service to The Association.

30. A President may also be elected annually at the AGM and shall be eligible for re-election at the end of each year. The President shall, typically but not exclusively, be the Head Teacher of the school, subject to their willingness to serve if elected to do so.

XI - MANAGEMENT OF THE ASSOCIATION

31. The Management of The Association shall be vested in a General Committee, which shall consist of Officers (other than the President, where elected) of The Association as at Sections X.29.i & ii above.

32. Members of the General Committee will be elected to officer positions at the Annual General Meeting. Should a position need to be filled in-year (e.g., on the resignation of a member of the General Committee), a successor may be appointed on an acting capacity to serve on the Committee by election of the existing members, with the position being subsequently ratified by the general membership at the immediately following Annual General Meeting.

33. The General Committee shall include also one representative of each of The Association's affiliated sports and social clubs (see Section XVI), each of whom may or may not hold one of the Officer roles.

34. Three members of the General Committee shall constitute a quorum.

35. The General Committee shall be responsible for the administration, good governance, financial solvency and probity, and running of the Association, its premises and facilities, including the power to make decisions upon any matter not covered within the Constitution. In such an instance:

- i. Any such decision may be embodied in the Section of the Constitution concerned or in a new Section and shall be deemed part of the Constitution until the next AGM, when it must be ratified by a majority of not less than two-thirds of those voting.
- ii. Any decision taken *in extremis* may be taken by either the Secretary or Treasurer acting independently of the General Committee, but any such action must be reported at its next regular meeting.

36. The General Committee may, in the execution of its responsibilities, delegate their day-to-day management to any sub-committee, created as necessary.

37. There shall be a standing House Sub-Committee, whose membership and terms of reference are detailed in the Annex A to this Constitution. The General Committee may also sit as the House Sub-Committee, as and when necessary.

38. The General Committee shall make an annual report on the affairs of The Association to its AGM.

XII - MEETINGS

39. The General Committee and/or Standing House Committee in its stead, shall meet no fewer than six times each year, with either the Chairman or Vice-Chairman presiding.

40. At meetings of the General Committee, the Chairman or in his/her absence, the Vice-Chairman shall have a casting vote in the event of an equality of votes.

41. The Association shall each year hold an AGM. Not more than 15 months shall elapse between the date of one AGM and the next.

42. Notice convening the AGM shall be issued to the membership not less than 10 days preceding the date of the meeting.

43. The AGM shall receive the annual report of the General Committee, as well as a report and audited accounts pertaining to The Association's (and trading Club's see Section I.3) financial situation. The AGM shall also receive annual reports from each of its affiliated sports and other clubs (see Section XVI)

44. There shall be 10 members present at the AGM to constitute a quorum. If a quorum is not present within 30 minutes of the stated commencement time of the AGM, General Committee or other meeting, the Chairperson shall have the power to adjourn the meeting for 7 days when it may then be reconvened without further notice. If a quorum is even then not achieved, the meeting shall proceed with the business for which the meeting was originally convened. Proposals shall be approved by a simple majority of those voting except as otherwise stated by the rules.

45. All General and other meetings shall take place at Clubhouse, unless otherwise stated.

46. An Extraordinary General Meeting may be convened at any time at the discretion of the General Committee. Such a meeting shall be convened within one month of receipt by the Secretary of a request in writing setting out in full the matter upon which the request is based and signed by 30 members or by one-fifth of The Association's membership, whichever is the lesser, and one month's notice of the meeting having been given to the membership.

XIII – VOTING RIGHTS

47. All fully paid-up members of the Association shall be entitled to vote on propositions made at AGMs and Extraordinary General Meetings.

48. Voting at AGMs and EGMs will be conducted under the principle of 'one member, one vote'.

XIV INJURY, LOSS OR DAMAGE

49. Neither the Association nor any of its Officers or Members of its General Committee or sub-committees shall be liable for any injury, loss or damage sustained within the precincts of the Clubhouse and grounds and notices to this effect shall be displayed.

XIV - FINANCE

50. The financial year shall end on 30th April, whereupon the Treasurer or Assistant Treasurer shall prepare and sign complete accounts and submit them to the Club's (see Section I.3) auditors.

51. An auditor or auditors shall be appointed at the AGM of The Association, subject to the following:

- i. The General Committee shall fill a vacancy occurring in the office of auditor.
- ii. No person who is an officer of The Association shall be eligible to act as auditor of the Club (see Section I.3).
- iii. An auditor who is a member of The Association shall act in an honorary capacity.
- iv. Unless otherwise decided by the General Committee, the remuneration of the auditor shall be such amount as shall be approved by the General Committee.

52. A copy of complete accounts and auditor's certificate shall be forwarded to each Member on request and shall be displayed on The Association's notice board located within the Clubhouse.

53. The General Committee, on behalf of The Association (including in its trading capacity as The Anchorians Club (see Section I.3)), shall have the power to open such current and deposit accounts as they may from time to time deem necessary.

54. For the purpose of withdrawals from any such accounts, the signatures of two of the following officers shall be necessary, viz: Chairperson, Secretary, Treasurer, Assistant Treasurer, Chairman of the standing House Sub-Committee and Treasurer of the standing House Sub-Committee, provided that at least one of the two signatories is a finance officer (i.e., Treasurer or Assistant Treasurer) of The Association or standing House Sub-Committee.

55. The Treasurer) shall be empowered to reimburse Officers and Members for all unavoidable expenses incurred exclusively either in the execution of their duties or

in connection with and/or benefit of The Association and to approve and pay all accounts rendered by statutory bodies and commercial creditors in respect of sums properly payable by The Association or Club (see Section I.3).

56. All profits arising from the sale of intoxicating liquor and any other commodities or from any social activity whatsoever pursued in The Association's (or Club's – see Section I.3) name shall be paid into The Association's funds and used for the benefit of the membership as a whole and not for the benefit of any individual or other person.

57. Sports and other clubs affiliated to The Association (see Section XVI) organising their own functions for their own benefit may retain any and all profits from such functions, other than those arising from sales of intoxicating liquor or other commodities provided either by The Association or the Club (see Section I.3).

XV - TRUSTEES

58. The General Committee shall appoint no fewer than two, but no more than four Trustees, in whose names shall be vested the legal title to The Association's and/or Club's (see Section I.3) premises and the legal ownership of all such other property and/or funds as the General Committee shall determine.

59. The Trustees shall deal with and apply such premises, property and funds in such a manner as the General Committee shall direct, provided that any directions so given shall be consistent with the Objects of The Association (see Sections II.4.i-iii) and in accordance with Trust law and other relevant legislation pertaining to English Law.

60. The power of appointment of new Trustees shall be exercisable by resolution of a majority of the General Committee.

XVI – SPORTS AND OTHER AFFILIATED CLUBS

61. On the written application to the General Committee of not fewer than ten Members of The Association or on the initiative of the General Committee, there may

be formed any sports or other club, which shall, on creation, be affiliated to The Association¹.

62. The following rules shall apply to all affiliated clubs and their relationship with The Association:

- i. Each affiliated club will be self-governing and independent of The Association.
- ii. Each club shall be run in accordance with generally accepted corporate governance principles, with all Office holders acting with honesty, integrity and probity.
- iii. Each affiliated club shall frame its own constitution and rules, subject to the approval of its Committee and membership.
- iv. Each affiliated club shall run in accordance with laws and regulations as laid down by their respective national bodies, including as appropriate, appointing (by election or otherwise) a member who acts as the club's *Child Welfare and/or Safeguarding Officer*.
- v. Each affiliated club shall be governed by a Committee comprising a Chairperson and Secretary and not fewer than three other members elected at the AGM of the affiliated club.
- vi. Each affiliated club will be responsible for its own equipment (e.g., goalposts) and pitches.
- vii. Each affiliated club shall pay a facilities fee to The Association, for the use and maintenance of the Clubhouse and its facilities (incl. bar and changing rooms).
- viii. Membership of an affiliated club shall be confined to Annual Members of the Association (see Section IV.8 & 9), i.e., any Member of an affiliated club must pay an annual subscription both to the club and to The Association.
- ix. Each affiliated club shall elect a representative to sit on the Association's General Committee.
- x. At each affiliated club's AGM there shall be appointed an honorary auditor, who shall be independent and not be an Officer of the affiliated club concerned. Such auditors shall retire at the AGM immediately following their appointment, but shall be eligible for re-appointment.
- xi. The Committee of the affiliated club shall have the power to fill any casual vacancy arising during the year.
- xii. The structure and amount of the annual subscription(s) to any affiliated club shall be determined from time to time at the AGM of the affiliated club.

¹ The current [as at 2023] affiliated sports clubs are: Gillingham Anchorians Rugby Football Club; Gillingham Anchorians Hockey Club; and Anchorians Football Club.

- xiii. Each affiliated club is responsible for collecting from its members not only its own annual subscription, but also that of The Association, with monies collected being passed to the Treasurer of the Association by no later than 31 October each year.
- xiv. Any affiliated club seeking to secure funding (e.g., grants and/or loans) from sources external to the Association, i.e., Sport England and/or the clubs' respective national bodies (RFU, FA, EHU) shall first be brought to the attention of the Association's General Committee. This is to ensure that any synergies between the Association and the affiliated clubs may be identified, including the possibility of exploring joint funding streams, where the project(s) concerned is likely to affect the Association and its affiliated clubs as a whole.
- xv. While each affiliated club is independent of The Association and of each other, this does not preclude them from entering into a contractual or other agreement with each other, subject to approval having been obtained from their respective Committees, and the General Committee being notified of any contractual arrangement that has been entered into.
- xvi. The Association is responsible for the maintenance of the Clubhouse and the provision of changing facilities, to facilitate the affiliated clubs' sporting fixtures and training.
- xvii. Save for paragraph 61 xix, below, The Association has no authority over the running of any affiliated club.
- xviii. The Association shall have no responsibilities beyond those that are stipulated in its lease with Medway Council, in respect of the land upon which the Clubhouse is situated and the corresponding rights of access.
- xix. The Association's General Committee may, from time-to-time, request a copy of an affiliated club's annual report and audited statement of accounts and balance sheet. This is to ensure that each affiliated club is solvent and being run with probity and integrity, and does not pose a risk either to the reputation and/or sustainability of The Association as a going concern.
- xx. Save for paragraph 58 xv, above, neither The Association or any affiliated club will be liable to the other for the obligations (including legal and financial) that each is responsible for, unless any or all are co-joined in a contractual arrangement, with an external third party.
- xxi. The Chairperson and Secretary of The Association shall be ex-officio members of the Committee of an affiliated club.
- xxii. Should there be a dispute between an affiliated club with another, then The Association may be asked to act as an arbitrator and/or conciliator, provided that each affiliated club in dispute agrees to The Association being approached, and to act for this purpose.

63. Should any affiliated club seek to secure grant funding from sources external to the Association, i.e., Sport England and/or the clubs' respective national bodies (RFU, FA, EHU) then this should first be brought to the attention of the General Committee. This is to ensure that any synergies between the Association and the affiliated clubs may be identified, including the possibility of exploring joint funding streams, where the project(s) concerned are likely to affect the Association and its affiliated clubs as a whole.

XVII – REVISING THE CONSTITUTION

64. No amendment or addition to the Constitution shall be made except by resolution carried at the AGM or at an Extraordinary General Meeting in accordance with Section XII.

65. Notice of any proposed amendment or addition to the Constitution not put forward by or on behalf of the General Committee shall be given in writing to the Secretary, stating the purpose of the amendment or addition. Any such proposal must be submitted by the proposer and supported by no fewer than 10 Members and, provided that such notice has been given not more than three months or less than one month before the date of the AGM, the proposal shall be dealt with at that meeting.

66. Details of any proposed amendment or addition to the Constitution shall be given in the notice convening the AGM, but no amendment or addition to the Constitution shall be made unless approved by a majority of at least two-thirds of those voting.

67. A copy of the Constitution and of the House Byelaws shall be prominently displayed in the Clubhouse.

68. The Secretary shall, within the statutory 28 days, give written notice to the relevant authorities (i.e., the Chief Officer of Police and the Clerk to the Licensing Justices) of any amendment or addition to the Constitution insofar as it may be affected by s.48(1) of the Licensing Act 1964 (and as subsequently amended by Statute).

69. The Constitution or parts thereof, in particular Sections IV.8.ii and iii, and Annex 1, section A3), appertain to the licensing laws and to the Licensing Act 1964 (and as

subsequently amended by Statute) and any amendments or additions to the Constitution in respect of licensing law must comply with this legislation.

XVIII – DISSOLUTION

70. The dissolution of The Association shall not be permitted unless two-thirds of the Members voting at any Extraordinary General Meeting (see Section XII.45) called within the provisions of the Constitution for that specific purpose are in favour of such dissolution.

71. The manner of disposal of any surplus assets, including property and equipment, of The Association (and Club – see Section I.3) on dissolution after settlement of all debts and liabilities, including legal, of the said entities shall be decided by a majority of the members voting at the meeting at which dissolution is approved, unless the decision shall be made within one year of the passing of the resolution for dissolution, whereupon all such surplus assets shall be divided equally amongst the current membership (excluding Honorary, Day and Family Members) at the time of the passing of resolution for dissolution.

72. Should a decision be taken to dissolve The Association, then it must include a statement that it is being wound up on every invoice, order for goods, business letter or order form whether on hard copy, electronically or any other form, and on all of its websites. Notification must also be given to HM Revenue & Customs, utility companies, insurance companies, stakeholders, service users and any regulatory bodies.

73. As regards any employees of The Association, in the event of its dissolution, The Association must ensure that it complies with all applicable employment legislation.

End.

June 2023

STANDING HOUSE SUB-COMMITTEE

A.1 Membership

The Sub-Committee shall consist of:

- Chairperson
- Secretary
- Treasurer
- Entertainments Secretary
- Any other member of The Association as may have been elected to serve on the Sub-Committee, as elected at the AGM preceding the year.

A.2 Quorum

Three members of the Sub-Committee shall constitute a quorum.

A.3 Terms of Reference

Acting by agreement with and in accordance with any byelaws laid down by the General Committee from time to time, the Sub-Committee's terms of reference are:

- To oversee the day-to-day administration and maintenance of the Clubhouse and its surrounding area.
- To fix the hours during which the Clubhouse shall be open (9.00am until 30 minutes after evening bar closing – see below).
- To arrange for the purchase, supply and the setting of retail prices of intoxicating liquor and other refreshments.
- To ensure absolute adherence to the provisions of the Licensing Act 1964 (and as subsequently amended by statute) and in particular:
 - Ensuring that no intoxicating liquor is sold or supplied for consumption off the premises, except to a Member in person.
 - Ensuring that no intoxicating liquor is sold or supplied to minors (see Section VIII.17).

- To fix the hours during which intoxicating liquor may be sold and supplied, ensuring that later hours shall not be fixed in contravention of any provisions of s.62 of the Licensing Act 1964 (and as subsequently amended by statute). Namely:
 - Monday to Saturday (incl.) 11.00am to 11.00pm
 - Sundays 12 noon to 10.30pm.
- To apply, as necessary, to the Licensing Justices for extensions to the normal and published licensing hours, as approved by the General Committee.
- To display said hours prominently in the Clubhouse.
- To ensure the safe custody and accounting of all monies received.
- To ensure adequate staffing (bar, cleaning, etc.) and to ensure especially that any and all bar staff are made aware of their responsibilities under the Licensing Act 1964 (and as subsequently amended by Statute).
- To consider applications from Members for the private use of the Clubhouse (see Section VIII.16.v).

HIRE OF CLUBHOUSE FACILITIES

The Main Hall ('Jezzard Hall'), Phillips Lounge (weekdays only and some evenings during the closed season, by agreement of the Executive Committee), Kitchen and Committee Room are available for hire for events in accordance with the Constitution of the Association and the provisions of the Licensing Act under which the Association operates.

The facilities may also be hired by non-members of the Association and non-affiliated clubs upon the taking up of membership and payment of the annual subscription at the time of booking (£20 per individual, which also affords membership to that individual's immediate family, i.e. spouse or partner and up to two children, 16 years old and under).

Fees amendable from time-to-time, at the discretion of the General and/or House Committee.

HIRE OF MAIN (THE JEZZARD) HALL

- £25 per hour (Fri, Sat & Sun) or £15 per hour (Mon-Thurs); or
- £150 for the evening (18.00hrs – 23.59hrs Friday to Sunday or otherwise by agreement) or £80 for the evening (Monday to Thursday) for Association members; and £200 for non-Association members.
- Block booking of all facilities (i.e., > 5 evenings) attracts a 20 per cent discount.

HIRE OF KITCHEN

- £25 for the duration of the event (but see also provisions of £50 deposit, above).

THE PHILLIPS LOUNGE (subject to agreement by the Executive Committee)

- £20 per hour or
- £50 per half day (3 hours)
- £50 returnable deposit (in whole or in part, depending on cleanliness that facilities are left in at the end of the hire period).

COMMITTEE ROOM

- £15 for evening.

CHANGING ROOMS

- £25 per match (for hiring by non-affiliated sports clubs).

Conditions of Hire

- The individual hiring the facilities (the 'hirer') must be a member of The Anchorians Association (the 'Association'). If not already a member, the individual hiring the facilities will be required to take out annual membership of The Association (currently £20 per annum).
- The fee (as at February 2017) should be £150 for members of the Association and £200 for external hirers.
- The main hall can accommodate a maximum of 120 persons; the Phillips Lounge, 40 persons.
- The hirer will be responsible for the good conduct and behaviour of all those attending the function / event for which the facilities have been hired.
- The hirer must, at all times, comply with the instructions of the Steward and/or any other officer of The Association.
- The hirer must report to the Steward and/or bar staff immediately any emergency (such as fire), breakages, unruly behaviour, etc. such that it can be dealt with expeditiously.
- In the event of fire, it is the hirer's responsibility to inform their guests of the emergency procedure, appended to this Agreement.
- If the function entails the use of the bar, the hirer will be required to comply with all requirements of the Licensing Act, in particular those provisions relating to the sale and consumption of alcohol by minors.
- Any and all alcoholic beverages brought onto the premises by the hirer or other persons attending the function / event and not bought from the bar will incur a 'corkage' charge, to be determined by the Steward and based on the type and retail cost of alcohol consumed.
- The hirer shall ensure that, at the end of the function / event, all facilities used are left clean, with all rubbish placed in rubbish sacks ready for placing in the rubbish bins.
- The hirer shall, at the end of the function / event, ensure that all tables and chairs are stacked securely and safely ready for storage.
- Provision of music – The Association is licensed for the playing and performance of music. Any provider of music (disco, live band, etc.) must:

- Have their own public liability insurance;
- Ensure that all equipment used is safe and 'PAT-tested';
- Not use a smoke machine;
- In accordance with our license, cease playing/performing music at 11.45 pm (Monday-Saturday) and 11pm (Sunday); and
- Be aware that any equipment left on the premises is done so at the provider's own risk
- Note that it is the hirer's responsibility to ensure that the provider of music is made aware of the above conditions.