



# BLT&SRC 47<sup>th</sup> AGM Minutes

Monday 6<sup>th</sup> February 2023

Meeting was held in the Clubhouse and started at 7.30pm.

Club Chairman, John Shaw (JS), welcomed attendees and mentioned that, just as last year's AGM marked the club's 125<sup>th</sup> anniversary of its formation in 1897, this year's meeting marks 100 years since the 1923 AGM when members agreed to purchase the site\* for £500 from the Trustees of the Ashridge Estate of Earl Brownlow.

*\* excluding the strip of land which now has the ITC, courts 6a and 6b, and the car park, which was purchased by the Berkhamsted Sports Ground Association (together with the football club land).*

## 1. Apologies & in memoriam

JS started the meeting by paying tribute to the passing of former members Joy Sturges, Carol Johnston, Mary Vila, Bob Glaister, Mark Mcreachran and former coach Will Tribe's dad Darryl Tribe. He also acknowledged the 10-year anniversary of the passing of Harry Faulkner.

## 2. Approval of the minutes of the 46th AGM held on 7th February 2022

The minutes of the last meeting were approved unanimously.

## 3. Matters Arising (of highest materiality) from the previous AGM (JS)

### 3.1 Refurb/upgrade programme for tennis courts 6a, 7, 8 & 9

- At the 2022 AGM the duration anticipated for planning permission for replacement floodlights had been keenly discussed.
- Indeed, the reality was it took our planning consultant much longer than we scheduled to submit the application. Although all other aspects of the programme were delivered on track (and on budget), and the whole project was delivered within 12 months from the time it was approved by members at the SGM in November 2021, evening play in the Autumn had to wait longer than we wished. Now in place, the LED lights are fantastic.
- The Tennis Committee will take this lesson learnt into consideration when starting the planning process for the court 10-12 refurb (in the medium term planning for 2024).

### 3.2 ITC utilisation

- Another talking point at the 2022 AGM was the considerable availability of the two indoor tennis courts from April to September, when there is so much pressure on the outdoor courts.
- Tennis Committee are reviewing options to increase utilisation. Potentially the ITC could be an enabler to releasing more outdoor courts from coaching allocations to member bookings during peak times.

### 3.3 Procedures (formal/informal) for code of conduct, grievances & Council/Committee communications

- At the 2022 AGM the question was raised whether there should be a formal process for members to air grievances and how decisions made by Club Council and the Playing Committees could be better communicated.
- Regarding grievances, the Club Constitution covers some of that area and a Code of Conduct is in place. Nonetheless, difficult situations will occasionally arise in a club of 1300 members, which need to be handled with care and respect from all parties. Accordingly, JS advised that the club has tightened its procedures on this point and published a Complaints & Appeals Policy, so it's clearer to members how to raise a grievance/complaint and how cases will be handled.
- Regarding communications, meeting minutes are on the website and there is now a monthly Newsletter. Additionally, JS advised that all Council/Committee members are



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happy to discuss feedback/suggestions/comments at any time. JS pointed out, though, that there will be times when some members would like certain things to be done differently. We try to have a very inclusive proposition and be all things to all members, but there will be times when there is a temporary conflict between what different sets of members want.

## 4. Chairman's Report (JS)

### 4.1 Objectives set last year

#### 4.1.1 Celebrate the 125th anniversary of our club

Done. To celebrate, in June last year we showed a display of our archives in the clubhouse, tracking the timeline of the club and the local area since the outset, and we held a successful dinner dance at the club. Many thanks to Claire & Graham Garlick (Isalie) and Bobby Mercandino (Social Chair) for making this happen.

#### 4.1.2 Successfully deliver the transformational programme for tennis courts 6a, 7, 8 and 9

Done. Already mentioned. Thanks to Michael Beavis (Tennis Chair) for project managing the refurbishment.

#### 4.1.3 Establish a new ITC sinking fund in readiness for planned/unplanned maintenance

Done and continuing at £15k pa. Balance is currently £30k.

#### 4.1.4 Continue the momentum in growing our squash and racketball section

Done and continuing. Update in agenda item 5 – section reports.

#### 4.1.5 Continue to support Isalie in building revenues from food/beverage/clubhouse event bookings

Done and continuing. Friday junior tennis evening, Tuesday and Thursday social tennis evenings, and a number of squash events help to give the club a great vibe and buzz.

#### 4.1.6 Keep in view with DBC & HCC (& other occupants) the rightful responsibility for maintaining Broadwater

Ongoing. Included in our quarterly reports to the BSGCA as pot-holes re-emerge on land owned by them. DBC is responsible for maintaining the road through the housing area and frontage owned by BSGCA. Broadwater is an unadopted private road.

### 4.2 Membership

#### 4.2.1 Overall

The club has a record membership level (1300).

#### 4.2.2 Tennis

The key driver, with tennis going through a boom period during the pandemic and continuing to grow, with senior membership rising by 60 in 2021 and a further 50 in 2022, to 485; a 30% increase in 2 years. Plus, a 30% increase in junior membership in the same period to 304. Tennis membership still remains within the recommended peak levels per court as issued by the LTA. In 2023 we anticipate a levelling off, or even a slight reduction, as many households review their discretionary expenditure in the difficult economic climate.

#### 4.2.3 Squash & Racketball

Membership (362) and court utilisation have returned to pre-pandemic levels. Senior membership fell 25% from 229 to 172 in the 15 months from March 2020 (start 1<sup>st</sup> lockdown) to June 2021 (end 3<sup>rd</sup> lockdown). However, we have slowly but surely built back the numbers and at 214 senior members (plus 52 combined t&s members) we



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are just about back to where we were pre-pandemic. Our junior squash membership of 66 (plus 30 combined) is a record high.

As squash members have always paid court booking fees\*, originally to cover the costs of heating and lighting, we also monitor court utilisation via monthly fee income analysis. The year to March 2021 was badly affected by the pandemic. The following year saw a comeback but still 20% below pre-pandemic levels. This year to March 2023 we are substantially back on track. Assuming we match the Jan-Mar period last year, booking income will be just £3k / 10% below pre-pandemic levels. It is easier to book evening courts than it used to be, but habits have changed and there is greater daytime use.

\* unlike tennis, squash revenue is two thirds membership subs and one third court fees.

## 4.3 Objectives for the coming year (2023/24)

### 4.3.1 Respect the economic climate we are in, which has extensive risk/volatility, and manage things prudently

Having delivered 2 extensive tennis investment programmes in the past 5 years, rebuild our cash reserves mindful that another large programme lies ahead (courts 10-12) and LTA funding is unlikely.

### 4.3.2 Start the preliminary planning for re-carpeting and upgrading tennis courts 10-12

Scope and size the work and remove from the project's critical path items such as planning permission.

### 4.3.3 Refurbish the women's showers

They are barely fit for purpose. The men's showers have been upgraded twice since the 1987 clubhouse extension. Efforts to grow our women's membership are hampered by a sub-standard showering facility.

### 4.3.4 Plan for the renewal of the BTF coaching contract in August 2023

Review the learnings from both sides after 2 full years of operation and 2 changes in the office of Tennis Chairman, recognising the views – sometimes conflicting – from different sets of members.

### 4.3.5 Continue to support Isalie in building revenues from food/beverage/clubhouse event bookings

...in the face of continuing headwinds for hospitality businesses, for our mutual benefit

### 4.3.6 Continue to keep in view with DBC, HCC & BSGCA the deteriorating state of the Broadwater road surface

DBC has chosen to increasingly build community facilities at Canal Fields and has accepted maintenance responsibility for most of Broadwater, although continuing to classify it as a Private Road. The club and tennis court cottages are being disadvantaged. *[Since the meeting, we are pleased to report that DBC have filled the pot-holes, without being prompted and without wrangling over who pays.]*

## 5. Reports from the Squash & Squash57, Tennis, Social and Club Managers (JS)

Section reports for tennis, squash & squash57, social events, and the Club Managers were circulated to members prior to the AGM. JS asked members present if there were any questions and there were none.

Since the reports were issued, BTF have issued a members' survey requesting feedback on their tennis coaching programme and JS encouraged all tennis members to complete the survey – it will only take a few minutes of your time.



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The volunteers who run the social tennis sessions do a brilliant job. We are currently without a club night for the squash and racketball section. They play a vital part in helping to integrate new members into the club. If anyone would like to offer to run it, we'd love to reintroduce one in 2023, perhaps with a focus on racketball to attract beginner adults and tennis crossovers.

JS advised that we're removing the Solo Player option from the court booking system. It was becoming an over-used loophole (more for squash than tennis) for people to bring along a non-member without paying a guest fee. Members are still welcome to turn up on the day to find an empty court for solo practice.

## 6. Treasurer's Report

The Club Treasurer, Phil Trimmer (PT), gave an overview of the Financials over the past 10 years (shown below) plus breakdowns of the financial forecasts for the current f/y to 31/3/2023 and next f/y to 31/3/2024.

The Club Accounts for y/e 31/3/2022 were circulated to members prior to the AGM. All were in favour and the Club accounts were approved.

Figures in £000s	'12/13 Actual	'13/14 Actual	'14/15 Actual	'15/16 Actual	'16/17 Actual	'17/18 Actual	'18/19 Actual	'19/20 Actual	'20/21 Actual	'21/22 Actual	22/23 Forecast	23/24 Forecast
Operating Profit/(Loss)	1	8	9	25	13	8	16	7	(11)	46	10	10
Operating Cash Flow	79	82	72	94	81	94	95	93	53	113	85	80
Capital Spend	(34)	(36)	(46)	0	(99)	(57)	(78)	(76)	(31)	(147)	(126)	(50)
Net Cash Flow	(17)	43	3	87	23	22	0	(35)	18	5	(23)	25
Cash Bal. 31/03 (ex. Sinking Fund & Subscription prepays)	(16)	21	15	98	104	138	132	121	115	93	70	95
NB Sub. prepays	114	120	129	133	150	138	144	120	143	172	172	172
NB SF bal	0	5	23	38	0	0	19	36	55	16	52	90

Questions:

Q: Antonia Mercandino – expressed surprise that the pro squash tournament in July 2022 lost £7k. Are we doing it again? If so is that a sensible decision?

A: JS – said he takes responsibility for that loss - too optimistic about being able to raise increased sponsorship to replace the grant subsidy that the pro tour provided for our 2021 event during the pandemic. JS advised there is an unquantifiable value in holding professional events like these and bringing world class tennis and squash to our club and our members, but it's not £7k. The tournament is planned to go ahead again this year but it will be 1 tier down in event level, which will halve the prize money and eradicate the loss.

Q: Matt Markwort – Is the £10k surplus forecasted for this year and next year perhaps a bit conservative considering your comments about an additional £50k of revenue from new tennis members?



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A: PT – this year we had a backlog of repairs and maintenance costs postponed during the pandemic and next year there are increasing fuel costs not currently showing due to fixed term contracts.

Q: Michael Beavis – has the boiler been capitalised?

A: PT – yes, anything over £5k can be capitalised.

Q: MB – what constitutes the repairs and maintenance cost increase in 2022/23?

A: PT – professional tennis court maintenance and tennis court 6b line repainting; squash court maintenance and squash court 1 seating area carpeting; CCTV upgrades; clubhouse roof repairs; and the BT lease line for improved wi-fi bandwidth.

Q: AM – given the energy saving measures the club has been employing, why are the tennis floodlight costs being increased? Are we paying more than the wholesale cost of the lights?

A: PT – the rationality around the increase in floodlight costs is related to the capital cost of the lights as opposed to the running costs. They cost a lot to install and maintain and other lights around the club will need replacing as we go. The LTA guidelines are £5-6 per hour.

Q: Wal Mackey – is that what other tennis clubs charge for lights?

A: PT – we are very competitive with other local clubs in what we charge, e.g. Harpenden charge £7 and Wendover £6. Energy costs are about to increase when our fixed deals end and inflation is high, so we don't feel that we are being unreasonable in increasing the costs at this time.

A: JS – squash court fees have increased also. We are not running the Club to make a profit – but to break even and plough any surplus back into the Club's facilities. Any price rises are made with that in mind – to avoid making a loss.

Q: Dan Jay – how much do we pay in electricity in a year?

A: PT – circa £20k now. It will be more for 2023/24, potentially double. We have been on a fixed contract which is now being renewed reflecting the higher cost. The Gas contract expires on 17<sup>th</sup> February and we are currently looking at a £20-25k pa increase. Without the 2-year fixed price contracts arranged in 2021 we would almost certainly be facing an annual loss in 22/23.

Q: Dan Jay – would we consider buying electricity up front where you can invest in a wind farm and fix the price for 10/20 years?

A: PT – 10/20 years would be too long a material financial commitment, in PT's view, with its own downside risk associated with the long term investment required.

Q: Judith Allnutt - why have we forecast a 4% membership drop in 2023/23?

A: PT is not comfortable with predicting a flat membership level in light of the current cost of living crisis. JS said that he hoped we are wrong but we're acknowledging that money is tight for many at the moment.

Q: Matt Markwort – how many members have had lessons? Do we know how many of these people have been converted to members?

A: Tyrell Diaz Stevens – not entirely sure but, now that the club knows whether those being coached are members or non-members, non-member guest fees are being collected and there is a much higher conversion rate to members than there used to be.

Judith agreed and added that she thinks the increase in tennis membership is partly due to the success of the BTF coaching programme; it's not just down to the boom across the tennis sector.



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Mike Hawkes supported what Judith said and added that it used to be harder to attract and retain members but, with BTF's offering – particularly Rusty Rackets - this has been revolutionised. In his opinion, BTF should be commended; they help give new members a way to feel involved and welcome.

Q: MH – how has depreciation affected the sinking funds over the last 3 years?

A: PT – ITC depreciation was around £26k pa but, now that the ITC is fully depreciated, we have replaced it with the ITC sinking fund of £15k pa., to build up reserves for future major court and roof maintenance expenses.

Q: Brian Cockman – can there be greater transparency/detail regarding BTF's revenue?

A: PT – I agree we need to publish more information but there is also a commercial sensitivity that we need to recognise; Evolve Tennis Ltd t/as BTF is a private company.

Q: Bob Anderson – can you give an indication on the monetary contribution from BTF to the Club?

A: PT – circa £4450 per month before VAT which includes court fees and floodlights, c£50k pa in total, which is £15k-£20k greater than the club previously received from the coaching programmes prior to BTF. Dan White is now contributing £750 per month for the Fitness Suite directly to the Club as of 1 Jan 2023.

## 7. Subscription Proposals for 2023/24 (PT)

Club Council proposed an inflationary rise in the region of 8%, just under inflation (currently 10%) for the 2023/2024 season, with Junior tennis categories simplified into U10, U15 and U19, as per the schedule below. JS advised that these increases have been proposed with a view to the Club ending up on the right side of break even.

Member Category	Current 2022/23	Proposal 2023/24
Senior Tennis	£368	£397
Senior Squash	£198	£213
Senior Tennis & Squash (Joint)	£454	£490
Junior Tennis U19/U15/U10/U8	£105/86/66/44	£114/100/80/NA
Junior Squash U19/U15/U10	£49/42/37	£53/50/45
Junior Tennis & Squash U19/U15/U10	£135/109/83	£146/130/100
Student T+S/Tennis/Squash	£141/111/83	£155/120/90
Social	£30	£40
Non-playing parent Tennis/Squash	£65/£36	£75/40

*O70s get a 20% discount and U29s get a 50% discount; all members can get a 1.5% prompt payment discount*

Q: John Lee – is gym membership going up in price?

A: JS – yes, from £5 a month to £6 a month, i.e. to £72.

The subscription proposals were agreed but there was a lengthy debate regarding the recent increase in the tennis joining fee. From 1<sup>st</sup> January 2023 it increased from £50 to £150 for senior members (Squash remained at £50). There is no joining fee for juniors.

Antonia Mercandino – I am surprised that the rise in the tennis joining fee. I wouldn't have joined if it had been £150. Tennis already has a bad reputation for being an elitist and exclusive sport. I think the rise in adult joining fee and junior rates risks pricing some people out of joining. Especially along with the increase in coaching fees.



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PT – we are very reasonably priced compared to other clubs for juniors. We have had a 39% increase in junior members in the last 3 years.

Tracey Mackey – I think £80 for an U10 junior annual membership with junior club night included is great value.

Mike Hawkes – It's such a difficult time financially for people and I think increasing the joining fee from £50 to £150 now is bad timing. For many people joining is a big decision and the Open Days where we have traditionally waived the joining fee have given people a nudge to try the Club. I feel this is a move away from a community club and we shouldn't be competing or comparing ourselves to clubs in London or golf clubs. It sounds like you are discouraging new members.

Steve Elms - the joining fee was introduced in 1994 and was £40 until 1998 when it was increased to £50, where it has remained ever since. In hindsight, the club should not have held it flat for 25 years and Steve and Mike, as the chairs of the club during that period, should have imposed smaller and more regular increases to avoid the need for a 'catch-up' jump.

JS – we need to increase the joining fee as it hasn't gone up this century and previous and current members have paid for our fantastic facilities. The price point should reflect demand for membership and the quality of our facilities, at a time when some tennis members are suggesting that the tennis section is full and we should consider a waiting list for new enquiries.

Wal Mackey – we also have much better facilities now than we used to have.

Mike Hawkes – maybe we go to the regular members and ask those who can afford it for more subscription income, rather than putting off new members.

Antonia Mercandino – I'm not sure we can look at it that way.

Judith Allnutt – to Mike's point, and mindful of Antonia's comment about the difficulties in finding a practical way of implementing Mike's suggestion, maybe we ought to remove the Over 70s subscription discount.

Judith Allnutt – and maybe we ought to consider offering something with the joining fee, e.g. a free coaching session voucher or a credit note at the bar?

Bob Anderson – would you consider waiving the new joining fee on the Open Day?

JS – we will continue to offer a joining fee incentive on Open Days, but it is likely to be a 50% discount rather than a full waiver.

Kevin McDermott – the numbers tell the story. Would it really change if we increased the price?

Dan Jay – is it worth doing the numbers first on how many have paid the joining fee previously and how many didn't join because of it?

Susannah and Vicky – as the office managers, we manage this process and apply discretion in certain situations. Everyone pays the joining fee unless it's an Open Day or they have mitigating circumstances such as having been a member in the recent past. From what we can tell, very few people decide not to join based on the joining fee.



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A vote was taken to ascertain member opinion on the increase in the tennis joining fee and to ratify the increase. Proposed by Steve Elms, seconded by John Shaw. 21 were in favour, 11 against and there was 1 abstention. The new joining fee for tennis was ratified.

JS – I do hear the feedback, and the overriding sentiment that we are a community club and, as far as we can make it, membership should be within the financial reach for all of the local community. We will monitor the situation closely going forward to see the impact. The joining fee is the most flexible part of our new joiners' package, if we need to adapt pricing for a membership drive.

## 8. Appointment of Club Accountants (PT)

A vote was taken to agree the appointment of the club accountants, Haines Watts, for the forthcoming season. This was proposed by Mark Shattock and seconded by Steve Elms.

All in favour, none against. Therefore, Haines Watts were appointed as the Club's Accountants for the 2023/24 season.

## 9. Election of Club Officers (JS)

Position	Holder	Nominations	Time in role
Club Chairman	John Shaw	John Shaw	2 years
Club Treasurer	Phil Trimmer	Phil Trimmer	15 years
Chairperson – Tennis Committee	Michael Beavis	Michael Beavis	1 year
Chairperson – Squash Committee	John Shaw	John Shaw	4 years

JS confirmed that Bobby Mercandino was stepping down as Social Chair. JS thanked Bobby for his brilliant contribution during his 2 years as Social Chair. JS advised that Claire & Graham Garlick (the proprietors of Isalie, who provide our bar and catering service) will be taking more of a leading role in organising social functions and so for now the role of Social Chair will be removed from Council.

JS advised that the club constitution requires the Social Chair to be a Club Council office, but in his opinion is this is an immaterial breach which will have no detriment to the club.

Antonia Mercandino – I disagree. I think the Social Chair role should be represented and it is disappointing that no one has been asked to take over.

Mike Hawkes – are you proposing to make this a permanent change to the constitution, to not have the social section represented on Club Council?

Steve Elms – can it be Claire or Graham? It doesn't need to be a member?

Wal Mackey – would that not be a conflict of interest for them?

Matt Markwort – if membership is at its highest then reducing the size of Club Council doesn't make sense. It should be fully represented. We are a big club and we are already 1 person down on Council because JS covers 2 roles. To go 2 people down is a mistake. Also, perhaps we need to have more of a 'Head of Commercial' role on Council, as opposed to simply a Social Chair.





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Sue Wolstenholme – maybe it's time to review and renew the role? It doesn't seem that there is widespread disagreement that there shouldn't be a social role per se, but the feedback is more about what that role should be.

JS – I hear the feedback, in particular Matt's comments that Club Council would be 2 down if we went ahead with this. We will design a role profile and go out to members with this.

The vote for Club Officer nominations above was proposed by Colin Bayliss and seconded by John Lee. The vote was unanimously in favour. The club officers were reappointed.

## 10. Member of the Year (JS)

JS thanked everyone who gives up their own time to help the club, whether it is in an official voluntary position or helping with social tennis and the box leagues, and he gave a particular 'shout-out' to Dan White for his incredible long-standing commitment (25 years!) to running the tennis singles leagues.

But this year's winner of the MotY award, for going above and beyond the normal call of duty to help the club, for the expertise and diligence that he has always applied to the role for the past 15 years, in a role critical to the success of the club, is Phil Trimmer.

## 11. Any Other Business

### Pickleball and Padel

Penny Kent – can we consider pickle and padel courts please? Holmer Green, Goslings, Halton and Chesham 1879 have padel courts in the pipeline, at various stages of planning applications.

Judith Allnutt – pickleball can be played at the sports centre in Berkhamsted. Although pickleball is growing exponentially in America, Padel is probably the one for us to keep an eye on.

Mike Hawkes – I think we would need to find a way of offering this facility by not giving up a tennis court. Could they go on Council-owned land by the bowls club?

JS – I don't see the practicality of getting DBC to cut down trees next to the railway for padel courts and for us to manage the operations of a sport that is played elsewhere in Berkhamsted, even if it's just down the road.

JS – in reality, for padel tennis to be incorporated into our club, we need a minimum of 2 courts (all the early adopter clubs say that just 1 court produces more problems than it solves because no one can readily book it) and we will therefore need to convert at least 1 of our tennis courts and/or the lawn area. So far, we have the conundrum of people wanting it, but not at the opportunity cost of losing something else.

JS – moreover, as with all these things, it needs an evangelist to drive it forwards. Someone who will lead the member engagement, the project oversight of financing and court construction, the decisions over who will manage the playing arrangements, the membership subscriptions, the coaching arrangements, and so on. To make a sweeping statement, there are individuals who would like to play it because they enjoyed it when they were on holiday, but there is no one who is volunteering to do anything about it.



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JS – in all likelihood, if padel continues on its current trajectory then, over time, all clubs such as ours will have padel courts. However, there is no need for us to be an early adopter; let's keep a keen eye on how things go at these neighbouring clubs.

## Indoor Tennis Centre

Matt Markwort – how can we use the ITC more in the summer?

Michael Beavis – the ITC is underutilised and I'd like to see it used more – especially when availability is tight for outdoor courts. It would help with the issue of juniors and non-members being coached at peak times on outdoor courts. Potentially we could give the ITC to coaching use, predominantly, in the Summer months.

Wal Mackey – breaking even through the Summer months is a reasonable goal. But if the courts are booked by coaches, members can't have access. We didn't build the ITC as a coaching centre.

Wall Mackey – can we look at when payments for ITC block bookings are requested? February seems too early.

Michael Beavis – I agree. June/July would be better.

JS – it is clear that something needs to be addressed but it's obviously not a black and white situation. Tennis Committee are on the case.

## Bar

JS – Claire & Graham (Isalie) are looking into a membership card for the bar to continue to provide discounted drinks for members, while allowing full price to be charged to non-members e.g. when the lounge is hired for events.

## Welfare Officer

JS – Carolyn Parry is stepping down as the club's Welfare Officer. We would like to thank her for the many years she has done this role and the brilliant way she has done this essential volunteering position. JS confirmed that we are still looking for a volunteer to take on this role from Carolyn.

**Meeting closed at 21:43.**

**Postscript to the meeting: we'll be closing the players' lounge at future AGMs. Unfortunately, there was far too much noise disturbance from people not attending the AGM but socialising in that area.**

**Attendees:** Tracey Mackey, Carolyn Parry, Wal Mackey, Rachel Grunert, Antonia Mercandino, Colin Bayliss, Mike Boyce, Matt Markwort, Dan Jay, Marcus Littler, Kevin McDermott, Gill Trimmer, Mike Hawkes, Debbie Hawkes, Paul Beaton, Paul Forster, Sue Wolstenholme, Judith Allnutt, Phil Trimmer, Mark Somervail, Graham Garlick, Dan White, John Lee, Farida Korallus, Grant Kleiner, Kev Spratt, Steve Elms, Tyrell Diaz Stevens, Mike Cowan, Nick Cottman, Stefan Di-Castri, Mark Shattock, Adam Fuller, Richard Carr, Michael Beavis, Penny Kent, Susannah Crowther & Vicky Pudney.