

RUSHDEN PERMANENT ALLOTMENT AND SMALL HOLDING SOCIETY LIMITED

Registered under the Co-operative and Community Benefit Societies Act 2014.

Register no. 3126R

E-mail rushdenallotments@hotmail.co.uk

Field Minutes of the Management Committee Meeting Held on Wednesday 17th March 2021 **Remotely Due to Covid19**

The Chairman opened the meeting at 7:00pm

Present:

Russell Jarvis	RJ	Dave Flook	DF		
Anita Jarvis	AJ	Mark Cox	MC	Pasq Di Salvo	PDS
Alan Martin	AVM	Pam Clark	PC	Shane Webster	SW
Anita Medlock	AM	John Lowe	JL		

Apologies:

Peter Swindley, Ray Mc Donnell

1. Minutes from Previous Meeting

PC and AM would not sign off minutes

2. Actions From Previous Meeting

Date matter arose	Subject	Action required	Action taken	Comp
16 th Dec	Garage Inspection	3 Quotes from Surveyor's required	RJ will get one of them.	
16 th Dec	Key acceptance form	More amendments to be done – Add keys must not be copied	MC asked for it to be resent	Complete
Oct	Plug Plants for Shop	Visit to Britton's in new Year	PC – Action not completed.	Cancelled
20/1/21	CCTV	Purchase and Install Cameras	RJ – All installed,	Complete
20/1/21	CCTV	Source Signs	SW	Carried Forward
20/1/21	Investment Account	Recheck which investment has best interest	PDS	Carried Forward
17/2/21	Silent Alarms	Recheck Costs	SW – Cost £71.45 each if 5 bought. Price still required for sim card	Carried Forward
17/2/21	Permission	BR Member Chickens Granted	RJ	Complete
17/2/21	Permission	GR Member shed Granted	RJ	Complete
17/2/21	Permission	BR Member Poly tunnel Granted	RJ	Complete
17/2/21	Permission	WR Member Greenhouse Granted	RJ	Complete
17/2/21	Permission	WR Member Poly tunnel Granted	RJ	Complete

17/2/21	Warning Letter	Issue 2 nd Letter	RJ	Complete
17/2/21	Complaint	BR Member – Ask when alleged conversation occurred, move items from land drain and options	RJ	Complete
17/2/21	Secretary Advert	Change closing date to 12/3/21	RJ	
17/2/21	Website	Full requirements & verify costs	SW	Carried Forward
17/2/21	Key Form	Re issue	RJ	Complete
17/2/21	Road Repairs	Costs of Road Plainings, roller and scoop	DF	Carried Forward

Members of Committee that will have keys for other fields

Mark Cox

Pam Clark

Peter Swindley

Other members of committee did not wish to have keys to other fields

The remaining spare keys (2 sets) to be used by field stewards when taking on members.

3. Secretary's Report and Correspondence

3.1 HR Member – email 19/2/21, Permission for polytunnel 3 mtr x 2 mtr

Agreed

3.2 WR Member – email 20/2/21, Henhouse for sale

3.3 WR Member – email 26/2/21, Request to transfer plot to wife

Agreed to amend to wife's name.

3.4 BR Member – email 5/3/21, Permission for Greenhouse, 15ft x 17ft

DF questioned the size of the greenhouse.

RJ stated her plot is 8.5pole in size. She already has 2 sheds on the plot. The Plot measures 13.5 feet across (path to path). The size she has supplied would not fit on her plot.

RJ said he would recheck the size with her.

PC has a photo and it looks fine with her.

AM stated that RJ had already seen the frame as he had “a go at her” for moving it to her plot.

RJ stated that it was still being moved when he spoke to BR Member about waiting for the Committee to approve the request.

PC asked if RJ had not been down the site since she had moved it.

RJ replied that he keeps away from BR Member.

PC did not believe RJ and called RJ an “Evil Man”.

Permission granted as PC had photograph of greenhouse on BR Member's plot. Sizes provided must be an error.

JL suggested that RJ just has it re-measured. If it fits fine, if it does not then it may need more discussion.

3.5 BR Member – email 6/3/21, Response to correspondence from last meeting (copies of emails below)

From: julie.josling

Sent: Sat 06/03/2021 06:58

To: Rushden Allotments

Thank you for your reply. You asked for time for the conversation with Russell J regarding the grass walk way. The date was 17th November and about 11-11.15. Peter S helped me carry two gate posts down after Russell said to him about the walk way. Pammie has the message regarding this.

As for wood pile that has been there for months. So if I have built it on drainage why was I not told sooner by Russell. Also when I was given the plot I wasn't told it was there. If I had I wouldn't have put it there.

This is an important so again I ask the question. Why do we not get told of things like this when we take on plots. We all want to use all our plot. I hope I'm not been charged for an area I can't use.

From: Rushden Allotments <rushdenallotments@hotmail.co.uk>

Sent: Thursday, February 18, 2021 7:56:12 AM

To: [REDACTED]

Subject: Re: Hens

[REDACTED]
At the committee held on Wednesday 17th February 2021, your emails were discussed.

On Bedford Road there are no other plots available. The Society has a large waiting list for plots.

The committee have come up with three suggestions to resolve the issues that you think you have.

- 1) Keep the plot that the hens are on now. Remove the stack of wood and it's covering from the back of the plot, because it is sitting on a land drain. This is a soak away and if covered will not help the drainage on the plot. Also, the holes that you have dug should be filled back in.
- 2) Move the hens to your other plot.
- 3) Give up the plot.

Also could you confirm the date of the alleged conversion you had with Russell regarding the muddy tracks you are leaving.

The Committee

From: [REDACTED]

Sent: Thursday, February 4, 2021 7:57:23 PM

To: Main Allotment address <rushdenallotments@hotmail.co.uk>

Subject: Hen

Members of the committee,

I am writing to you to bring the appalling conditions I am to keep my hen on, the plot is not fit for purpose. The health and well being of my hens concerns me. Both AM and PC have seen video footage of the flooding. If I had kept the original plot I wrote in about they would of been safer. I'm having to keep them shut in the shed for their safety but I do not feel this is right or fair. Also it's quite treacherous to walk to the plot and have also

been Moaned at by Russell for the muddy tracks this is leaving, not only that it's pulling my scars making it painful having so Walk on the sludge and flooded area. I've tried my hardest to make this as safe as possible but I'm fighting a losing battle. Please can I swap this plot for one that isn't flooding. As Russell has denied me previously in having a 'non chicken' plot I am pleading with you the committee to help me with having a suitable non flooding plot in which to keep my hens safe.

I also am disappointed in seeing that my complaints against Russell were not put in the minutes and wonder what else were not being told.

██████████ has responded with a date, 17th November 11:00 to 11:15, for the alleged conversation with RJ where she claimed RJ had "moaned" at her for the state of the path, as stated in correspondence received from ██████████ at the last meeting. The date ██████████ has provided is a date that RJ was not on the Bedford Road Allotment field. She has lied about RJ speaking to her about the state of the path.

PC went back to the greenhouse where RJ had asked ██████████ to wait for the committee to give permission.

PC said that she gave her permission to put the greenhouse on her plot.

RJ question why ██████████ had not asked him as he is the field steward for Bedford Road not PC. He asked why has PC interfered.

PC replied that ██████████ will not speak to RJ.

RJ reiterated that ██████████ had lied about RJ being on the field and complaining to her about the state of a path.

AM said she had a voice mail about ██████████ complaining that RJ had had a go at her over the greenhouse.

RJ said we are not talking about the greenhouse, we are talking about her lying about a conversation on a date that RJ was not on the field. The conversation never happened between RJ and ██████████

AM claimed that RJ had a go at ██████████ because she is on RJ's "shit list".

PC stated this was a common thing with RJ.

RJ stated his was elsewhere when ██████████ claims the conversation took place.

AM then said that ██████████ must have the wrong date.

RJ reminded AM that ██████████ had not just specified a date but also a time. ██████████

██████████ had lied about RJ.

AM said that RJ is just bullying her. PC added just like Julie Peacock

AJ added that last year ██████████ had complained about 3 other male members on Bedford Road. Now it is RJ's turn.

3.6 HR Member – email requesting to take over recently vacated plot that is next to hers.

PC asked do we not still have a waiting list.

RJ replied that there is still a large waiting list (all fields).

PC said that we will have to state what we have said to everyone else

AVM agreed that we have to stick to what we have said to others

PC said we have to go with what the rules say.

RJ to inform HR Member.

RJ explained to JL that if half a plot becomes available and the member with the other half wants to join it back up, and make it back into a 10 pole plot, we allow that regardless of the waiting list.

3.7 Applications for Minute Secretary

When the applicants for treasurer were received one of them was not accepted as they had not done their 2 years as a member. One of the applicants for minute secretary has also not done their 2 years. Therefore we would have to apply the same ruling to them as was done to the treasurer candidates. Both positions have the same standing on the committee, ie both paid without voting rights.

Majority of committee stated to ignore, as they did not think it was the same.

Applications received to be sent to the committee

4. Warning letters

Warning Letters							
Name	Field	Polite letter sent	Outcome	1 st letter sent	Outcome	2 nd letter sent	Outcome
	HR			25/06/20	Email reply received 29/06/2020		Monitor
	WR			20/1/21	No response	Issue	DF asked for final letter to be reversed But the member will be monitored

5. Treasurer's Report

- Incoming Rent (as per accounts attached), we still have a further £4,336 to collect in rents. So overall 66% of total rents have been paid in now

MC asked who was doing the rent invoices, PDS or RJ?

MC asked that Freddie Girardi's old plot is added to MC's invoice.

RJ stated that we could not do that as we have a waiting list. We have just had a discussion about a member on Highfield Road not being able to take on another plot.

PC and MC said that it was OK as it was rejoining a plot back together.

- CCTV Installation spend £1,481.05
- Store sales added since our last meeting 17th Feb....
BR £298.30
WR £843.80 (well done Dave!)
HR £488.50
GR £239.77
- After looking at last years accounts PDS bought the subject of Mileage Allowance to cover travelling costs for field stewards and members of the committee. PDS feels that committee should be able to claim pence per mile.

RJ asked PDS to gate the full rules/regulations covering Millage Allowance.
PDS stated it was 45p per mile.

6. Field Reports

Highfield Road

- Fully let except for the one plot that will become vacant on rent day.
- There have been complainants regarding dog fouling.
 - Polite Posters have been put up around the field reminding members that they must clear up after their dogs.
 - Action – email out to members reminding them that their dogs must be kept under control and to clear up after them.
 - JL suggested that a strong warning letter to be issued to any member caught not clearing up after their dogs.
- JL suggested that “anchor points with a chain” should be fitted to the Society shed at Highfield Road when the replacement ride on mower is purchased. Agreed.

SW bought up about Wymington Road Allotments being “open” and do they have much trouble with breakins?. SW Asked if we have contact with them to share knowledge of issues of breakins.

Washbrook Road

- DF visited two WR members as they had not been seen for a while. They are OK.
- Concern was raised about the gap in the fence line where all the rubbish has been dumped over many years. (backing on to Wilmot’s land). DF will show AVM and report back.

Bedford Road

- Photos supplied of BR Member Plot. RJ asked if the Committee find the state of this plot acceptable.
PC felt that RJ was being “mean” to this member
PC will speak to her about tidying the plot up.

Grafton Road /Small Holding

7. Store

- Review of reopening the store on a Saturday.
 - 5 in favour, 4 not in favour. Store will be reopened a week Saturday (27th March).
 - Email out to members the week before.

8. Health and Safety

Nothing to report

9. Any Other Business

MC asked if RJ had “shared” the email logon? And had RJ given the accounts to Pasq?

RJ replied that DF and RJ will now have their own email accounts where emails coming to the main account will be redirected to. RJ added that the Society website has just gone through an upgrade, the email accounts were down but are now back up. Emails will be diverted to vice-chairman@rushdenallotments.co.uk and chairman@rushdenallotments.co.uk.

PC has said he has not got logon details for the main account.

RJ stated that by working this way it will be easier for the secretary to see what is read or not read in the main account.

AM asked how do we know that you (RJ) is not going to use it?

AVM asked if DF could contact the members should anything happen to RJ.

RJ replied he should be able to.

MC asked if Pasq had the accounts.

RJ stated that he has last years.

RJ asked the committee "what do you want to know about the old accounts"? You should only need last years to do anything.

AVM said I will send you the paperwork from the FCA but it is not worth anything as RJ will not agree to it. We should have access to all the accounts.

AJ asked to see all of these emails AVM has sent and received.

AM said that the committee are liable for the old accounts.

RJ replied that they are not. The only ones that are liable are the ones that have to sign for them.

AVM says it's a waste of time discussing it.

AM said that Pasq needs the last 6 years.

AJ says that all they want to do is to try and dig up shit.

AM replies is there shit to dig up.

AVM said that the FCA has sent him details of where the previous year's accounts are kept on line. They are in the public domain, not private.

RJ replied that the summaries are public but the details are private.

PC wants it noted that RJ is again refusing to follow through agreements made by the committee.

AJ says yes go on make sure it is in the minutes.

AM said to AJ it is not up to you.

AJ – just making sure it goes in the minutes what was said

AM said Pasq needs the last 6 years.

RJ asked Pasq what is it you need to know from the old accounts?

RJ asked why do you all want the accounts, what is it you are looking for?

AVM asked was there something in the accounts that will cause you (RJ) a problem?

RJ replied no.

AM said then why?

RJ is curious as to what certain members of the committee want to know?

RJ for years no one has given too hoots about the accounts and now you want to be all over them.

AVM said that he has been looking over the previous year's accounts. The summary accounts had tractor drivers pay, field stewards pay, and any paid employees were on there. They have disappeared over the last three, four or five years. It is not a case of we want to know anything that was already in the public domain. It has just stopped going through.

RJ says you have lost me now.

AVM what's not recorded now is the time of the tractor driver. It used to be on the accounts how much the tractor driver got paid.

AM tractor hours.

RJ explained that the tractor driver used to be on a different rate of pay to the field stewards. This is now not the case and tractor hours are just field hours.

PC Why?

RJ replied, they used to pay the tractor driver minimum wage and the field stewards were not. The field stewards were being paid only £4 per hour. In 2013, HMRC fined this Society for not paying the minimum wage to all. From then (RJ was not Chairman at the time), that when ever the tractor was used it became just field hours because everything was the same rate. It had only been split down before because of the different rates of pay. HMRC went back over the previous 7 years and made sure that the Society made back payments to all previous employees. The Society was fined £2000.

PC still wants the hours broken down.

RJ stated that we do now do it by field.

AVM said it is just shown as field maintenance.

RJ stated if you look at the account that Pasq does you will see it broken down by field. It does not matter who it is, it is broken down by field.

PC wants the tractor hours shown separately.

AVM, if we see a field it is that field steward's hours.

RJ said any of us could work on any field.

AVM said that in any company it can be seen what the directors are earning.

RJ said we are not directors, we are just committee members. We tried with HMRC that we were directors when we were investigated for not paying the minimum wage. They stated we were not directors. We are a Mutual Limited company.

AM says that she feels that we will have to start seeking some legal advice soon to clarify what we are and aren't allowed to do. We can't have a Chairman that constantly flaunts the rules. He makes them up as he goes along. The Chairman is there just to chair the meeting. The Chairman is not in charge. The chairman should work for the committee. All things we have asked you to do has been voted pretty much unanimously and still will not do it. You are still doing your own thing, this cannot carry on. We are supposed to be a team. We voted that Pasq should have the last 6 years accounts you won't do it. We voted that DF has the logon details, you won't do it. Several other things we have voted on which I can't bring to my head. You won't do it. You can't keep doing it is not allowed. We voted you have to do it. You can not keep questioning why, you have to do it. You are leaving yourself open to accusations. It sounds like to me (AM) that you (RJ) are trying to hide something.

PC it is the same with the unanimous vote on my letter.

AM said the same transparency thing.

RJ says the letter is going to the members.

AM has demanded that Pasq has the previous years accounts.

RJ asked what Pasq wanted the old accounts for when normally only the previous year is good enough. No one else has shown any interest in the accounts before.

RJ asked is it that you want to know what everyone earned over the previous 7 years.

AVM says that those previous people have not been good treasurers.

RJ objected to that statement, the previous 2 treasurers were very good.

AJ says somebody wants the earnings.

PC says your jumping

RJ says that only DF and I have been on the committee for the 7 years and therefore are the only ones entitled to see all the detail.

AVM said no one is questioning how much you earn.

RJ, you are after how much I have earned.

AJ agreed

AM says when you (AJ) are not there RJ is a lovely bloke.

RJ says I smell a bit of a rat here, just because we are going to an SGM you are desperate for data.

Meeting Closed 9:00pm

Date of next meeting Wednesday 21st April 2021 at 7:00pm

Signed _____

Counter signed _____

Date _____

Action Points from Meeting		
Subject	Action required	Who
Spare Keys	MC to return spare keys to other fields	MC
Polytunnel Permission	Inform HR Member granted	RJ
Change of plot	Amend to wife's name	AB
Minute Secretary	Applications received to sent to the committee	RJ
Mileage Allowance	PDS to provide full rules	PDS
Dog Fouling	Reminder email to members	RJ
Report on rubbish on fence line WR	SF to show AVM	DF

Tidy up BR Members plot	PC will speak to her about tidying the plot up.	PC
Reopening of Grafton Road Store	Send out email	RJ

Rushden Permanent Allotment and Small Holdings Society Limited					
Income and Expenditure Account					
Expenditure			Income		
Anglian Water	£988.96		Annual Rents	£8,043.20	
BR		£534.66	New Rents	£427.50	
GR		£26.73	Floats for stores and rent day		
HR		£279.04	Stores Sales	£2,932.37	
WR		£148.53	BR		£775.90
Hay		£0.00	GR		£409.47
Printing, Stationary and Postage	£233.53		HR		£789.80
Floats for stores and rent day	£0.00		WR		£957.20
Stores Purchases	£4,725.65		Ploughing, rotavating, topping	£0.00	
Field Hours £	£34.88		Rent card / website sponsorship	£0.00	
BR		£34.88	Donations from members	£0.00	
GR		£0.00	Machinery/accessory sales	£0.00	
HR		£0.00	Replacement/Additional key	£0.00	
WR		£0.00	Sales of pre-loved & ex stock	£0.00	
Field Machinery (Fuel)	£46.00		Seed Orders	£0.00	
BR		£39.50	Brittons Potatoes	£0.00	
GR		£0.00	Misc Income	£1,612.40	
HR		£6.50	Transfers from deposit accounts	£5,500.00	
WR		£0.00	Assoc. Mems	£0.00	
Official documents, etc	£0.00		P in the P - Rushden Council	£0.00	
Tractor Fuel	£0.00		Wayleave Consent - WPower	£0.00	
Locks and Keys	£210.27		Socials	£0.00	
BR		£22.99	Water Licence	£475.00	
GR		£36.99			
HR		£53.30			
WR		£96.99			
Field / Property Maintenance	£46.04				
BR		£0.00		£0.00	
GR		£0.00			
HR		£46.04			
WR		£0.00			
Website / Publicity	£0.00				
Professional Fees (accounts,etc)	£936.00				
Gifts / rewards / donations	£0.00				
Equip't Repairs & Servicing	£291.35				
Insurance and Safety	£532.55				
Hire of halls and refreshments	£0.00				
Equipment purchases	£425.51				
Field Steward rewards	£0.00				
EDF	£48.16				
Officer (Sec/Tres) payments	£754.05				
Tax - HMRC Corp. & FCA	£35.00				
Key and share returns / refunds	£6.50				
Grafton Rd - refreshments	£0.00				
CCTV -Sim Cards	£49.91				
Payment to Kings Seeds (orders)	£0.00				
Britton's Potatoes	£0.00				
Good gardening rewards	£0.00				
Bank charges	£0.00				
Transfer To Deposit	£10,000.00				
Misc Exp	£0.00				
CCTV Installation	£1,481.05				
	£20,845.41			£18,990.47	
Income over Expenditure	-£1,854.94				
	£18,990.47				
Balance as at 12/03/21					
Income and Expenditure Account at 31/10/21			Cash with Cashier		
HSBC Current Account	£3,781.61		HSBC Current Account	£1,659.17	Current Ba
Cash	£0.00		Cash	£267.50	
Floats	£90.00		Floats	£90.00	
Income over Expenditure	-£1,854.94				
	£2,016.67			£2,016.67	
			Investment Accounts:	£178,825.52	