



Newsletter No 42 – December 25

The 2025/2026 season is now in full swing. The internal leagues are well underway, as are the various championship matches, which this year have been very well supported. We are pleased to welcome several new members and hope that you are enjoying playing here at Ilford. Unfortunately, we have lost several members who have moved or either retired or passed away. Unfortunately, that is always a problem in a club which has an aging population and ours is no different.

This newsletter it's different from previous ones. It is going to focus on some very important issues. I will explain the reasons as we go along. In a recent email to all members, I mentioned that the club is going through a serious transition. It is now 9 months since Bob and I announced that we will be retiring in April 2027. We both feel that we have taken the club forward as much as we can and it is now time for new blood, new ideas, and new enthusiasm, to make the club even stronger and better than it already is. It is a big ask but we hope that there are members amongst us who with a little coaxing, might step forward to take over the reins. That said, we know that is not going to be an easy task so the Directors are now looking outside the box at ways of simplifying the takeover process.

Bob Hayter, accepted the role of Club Manager over seven years ago but as time progressed, he has had to include other roles outside of his initial remit, these jobs included Club Treasurer, Fixtures Secretary, Competitions Secretary, Match Secretary, Bar Manager, Quiz Master, Catering Manager and a myriad of other jobs that no one else would or could do. He did this because no one else wanted to. By doing this he has almost single handedly, made this club unique BUT, in doing this he has presented us with an enormous problem. HOW DO WE REPLACE SOMEONE WHO IS ALMOST IRREPLACEABLE?

Our hope was that someone with Bob's skill sets would step up to the plate. I think we were living in cloud Cuckoo land. Let's be frank, no one in this Club could step in to Big Bob's shoes! We have to have a plan B and the Directors have now decided that we have to be proactive.

The first step is to try to break down Bob's various roles into smaller manageable jobs. We will still need a Club Manager but that role will be simplified. I have already drawn up a basic job description for Club Manager and Bar Manager and will circulate this to Club members soon.

The new Bowlr system, has proved to be a great time saver and has taken some of the work off of Bob. It is not perfect but gradually, you the members, are getting to grips with how it works and are booking your own games and logging in to the system from your phones. This has helped us to persuade Karl Bunyan to take over as

Competitions Secretary and Colin Foster to take over as League Secretary. Both men are computer geniuses and were instrumental in setting up the system and helping to get it up and running so they know their way around it. We are hoping that Karl and Colin will start to get involved in their new roles early in 2026. We have not asked him yet but we are hoping that Colin might also take on the job of preparing the HANDBOOKS. We understand he already does something like this for his outdoor Club? The Handbooks could and will be simplified now that we have Bowlr. We do not need pages of fixtures when you can look at these on your phone.

It was also agreed that Club Captains and Vice-Captains would assume Fixture Secretary roles. They basically do this anyway.

The job of Treasurer is a bit more complicated. Bob developed his own bookkeeping system using Excel and this has worked perfectly for several years. However, with MAKING TAX DIGITAL coming in next year, his bespoke system will not meet with HMRC requirements. We will probably have to buy specialist software OR outsource our accounts and wages to a third-party accountant or bookkeeping company. **COST IMPLICATION!!!**

The Directors are working on this problem behind the scene but unless one or more of **you** step forward, our only option will be to employ someone or people, to do these jobs. **COST IMPLICATION!!!**

So initial progress is being made and some changes will be implemented by the end of this season, we hope. Many thanks to those members who have agreed to take over some responsibility.

Lease Renewal

The lease on the Club expires on the 28th February 2027. Fortunately, our 'forefathers' had enough savvy to include an optional lease extension clause when the lease was last renewed in 2006. They took a 20 year lease with an option to extend by 10 years, if we wish. The lease provided for rent reviews every 5 years. The last review we had was for some reason in 2016. I do not know if the Council, our Landlord's know this or it was just overlooked. This means our current rent is just £15,000 per annum. When we start negotiating our lease extension, that rent is going to go up exponentially. In my opinion, the Council will be looking to increase it fourfold at least. We could be looking at circa £60,000 a year, possibly more. **COST IMPLICATION!!!**

Let's be under no illusion, Redbridge Council would jump at the prospect of getting our land back! They could extend the school's facilities and would have a readymade sports and exam hall and car parking for all. They will be rubbing their hands with glee. With this in mind, just think what they are going to ask us for in the guise of MARKET rent?

The lease extension process is long and expensive **COST IMPLICATION!!!** and we need to start this process NOW so that we can serve the necessary Section 26 notice on the Council in March, to get the ball rolling. I have agreed to undertake this task on behalf of the Club and have already started to contact solicitors and valuers with a view to getting the right negotiating team together. **COST IMPLICATION!!!** These experts have to be experienced in commercial lease extension work, particularly appertaining to sports clubs. I will keep all members updated on this as we progress.

I am assuming that YOU the MEMBERS, want us to extend the lease? If we do not, the Club will have to close. No more bowls at Ilford. No need to replace Bob and/or I. Walk away and join Chigwell or Barking!!! End of an era for indoor bowls in Ilford and it will make my life, so much easier. However, if you want to continue to play bowls here for the foreseeable future, we would like to know that as well.

If there are any of you that DO NOT want the Club to renew the lease, please let me know NOW. If there is a majority that do not, then I would call an EGM so that a vote could be taken, prior to starting the Lease Extension process.

In either case, please send me an email rather than call or speak to me at the club. That way I can log your comments properly. Secretary@iibc.uk Thank you.

Quiz Night

The Quiz we had in November was great success and tickets sold out almost immediately. Sorry to all those members who were disappointed that they could not get tickets but you were given good notice and tickets were sold on a first come first served basis. We are delighted to tell you that we raised £690 for our charity Alzheimer's UK. Thanks also for the generosity of Stephen Pomerance who kindly donated two pieces of jewellery which were sold at auction and for the bidders who pulled out all the stops. Of course, thanks also to Bob and his wife Sandra who put together another epic quiz with a great variety of questions across many different genres. It was a great evening, enjoyed by all.

Gala Day - 7th February 2026

Updates and contributions:

- Lexus confirmed as sponsor.
- Catering costs unchanged from previous year, thanks to Dawn Moores Catering.
- Steven Klein to cover cost of servers and coordinate menu. Again, very generous.
- John Kaylor has donated a £100 prize and shoe bags for participants. But there are conditions and if you want to win this, you will need to stay until the end of the competition. Full details to be announced.
- Sandra Dupuy requested early raffle ticket sales. Tickets will go on sale before the Gala as well as on the day.
- Bob Hayter to arrange helpers and send invitations to clubs. YOUR help is needed to help make the day a success and showcase just what a great Club Ilford is.
- There will be an opportunity for Ilford to enter teams but we have to give priority to outside clubs first. More details to follow on this.

Other things to be arranged

- School parking
- Bowlsweat Direct
- Kitchen help and tidying up.

There will not be a guest of honour this year, so no long speeches or pauses.

If you have items for the raffle, tombola or white elephant table, PLEASE do not bring these to the Club until the New Year and please, this is not a chance to dump all your old rubbish, please donate items, new, in good or workable condition. We thank you in advance for your contributions.

We would also like YOU to attend this time. It is a competitive but a fun day and you our members should try to support us even just for a few hours. Tickets for the lunch will be available soon and details will follow.

Proposal to streamline the Management Team

I wish to make this perfectly clear, EVERY Director and member of the Management Team is worth his or her weight in gold. Their contribution to the Club is paramount to its success. This Club could not run without you. However, with a team of 28 people, arranging suitable meetings and getting everyone to the table at the same time, is a monumental and time consuming task. I have therefore proposed to the Board that we reduce the Board from 12 to 9 directors and streamline the membership team accordingly.

Many MT Members do not really have to attend in person, a simple written report can be read out at each meeting or circulated by email. We are not negating their importance to the Club nor are we asking them to step away from the Management Team. If there is a matter that needs to be discussed at Board level, of course you will be

invited to attend the meetings in person. We need to focus on some important issues such as those above. These take up a lot of our time and often we cannot fit in some of the more prosaic matters which could just be given in a written report.

We will discuss these proposed changes with the Management Team at the next FULL MT Meeting, early in January and hopefully, if agreed this will help to streamline the meetings and how the Club operates. These are the proposed changes:

Proposed board structure:

- Chairman (Director)
- President (Director)
- Secretary
- Honorary Membership Secretary
- Club Manager
- Treasurer
- Seven elected directors
- Quorum: 5 directors.
- Article 24 to be amended to reflect one-third of directors retiring annually.
- Changes to be approved at AGM/EGM and filed with Companies House.
- Sandra Dupuy raised concern about female representation; Alan welcomed more female nominations.
- Motion seconded by Steven Klein and carried unanimously.

This proposal will be need to be approved by the Membership at the next AGM or EGM and if implemented, will take affect from next season.

Other matters

Membership Fees

Please remember that your fees are due by the 31st December. Please pay by BACS, card, cash or even cheque. Whichever way you pay, you do still have to complete a simplified Membership Form which can be found on the table next to the bar. If you have any change of circumstances, change or address, contact details or next of kin or if you want to give us some medical information, please ask me for the appropriate form as these must be listed in our records.

Thanks to all those who have already paid and for your generous donations to the Club and The Alzheimer's Society. Much appreciated.

Parking

Please park sensibly between the white lines in the bays provided. Please ensure that the driver of the adjacent car is able to gain access at all times.

Mobile phones

Please turn off your mobile phones or at the very least, put them on silent, when anywhere in the playing area. This includes phones left in bags or clothing. Ringing phones disturb players particularly when they are playing in Championship or important matches. If you REALLY need to take a call, move off of the green when convenient and end your call as quickly as possible so that the game is not delayed or interrupted.

Etiquette in the playing area

How many times do we have to repeat this message? **DO NOT CONGREGATE AT THE BACK OF THE GREEN WHEN GAMES ARE IN PROGRESS!!! I REPEAT DO NOT CONGREGATE WHILST GAMES ARE IN**

PROGRESS. Remain in the lounge at least until the bell goes. When you do move to the playing area, have respect for the players in the games in progress. Do not stand around chatting! Do not walk about when someone is bowling, stand still until they have delivered their bowl and do not place your bowls in the wooden gulleys until the game in progress has finished. We are all guilty of this, ME included, and it is extremely distracting for the players.

Cancelled Matches

Over the past few weeks several games have had to be cancelled at short notice because the Team Captain cannot get a full team together. This is not acceptable. It is up to the Team Captain to try to find replacements so that the game can go ahead. If you cannot play, TRY TO FIND A REPLACEMENT OR IF NOT, CALL YOUR TEAM CAPTAIN AS SOON AS YOU KNOW SO THAT THEY CAN TRY

Each team is allowed ONE substitute **who can only play at position 2.** Now that we have the Bowlr system, it will highlight any irregularities and as such, points will be deducted for offenders. You cannot use a substitute if that player is registered with the team you are playing.

If this problem continues to evolve and get worse, the CLUB will reintroduce financial penalties for offending teams and/or players. Every game must be paid IN FULL, even if a team is a player short. Every time a game is cancelled it costs the Club £28 in lost revenue. Last season the club lost over £882 because of cancelled games and this cannot be allowed to go on. **COST IMPLICATION!!!** It is looking increasingly likely that we will have to reintroduce fines for players and teams that do not turn up for games or who cancel at the last minute. We will be proposing this at the next MT Meeting and I believe this course of action will be adopted again, as unpopular as it is. If you do not like the idea, be responsible and turn up for your games. If you are a Team Captain, you should be contacting each player your team, a few days before each game to ensure they know they are playing.

COST IMPLICATION!!!

I have mentioned **COST IMPLICATION!!!** Several times throughout this Newsletter so let me explain. Yes we have some reserves in the bank, thanks to some generous grants and donations and the prudent financial planning of Bob and I. However, if we are going to employ a Club Manager and possibly others, outsource bookkeeping and if Redbridge Council put our rent up as expected, how long do you think those reserves will last? Options, increase fees to £ XXX ? (who knows how much?). Beg for donations from the members? Look for a rich benefactor? Or G_d forbid, close our doors and walk away!! We will do our absolute best to make sure we don't have to do that but YOU the MEMBERS have to do your bit as well. If you have skills that we could use, past or present. If you love this Club, share them with us. You will feel better for helping us survive and we will come out of this stronger and better.

Congratulations

Thanks to the considerable efforts of our County Representative, Bob Kane, 13 of our members have been chosen to represent Essex in County matches in January and February 2026. I think this may be a record for Ilford?? No doubt someone will tell me differently. Anyway, I am a bit old fashioned and to be chosen to represent your County at any level is a great honour and something to be really proud of. Congratulations to ALL concerned and to all our County players, past and present.

Support your Club and we will go from strength to strength. The alternative is unthinkable.

We encourage you to contribute to the newsletters. This is your chance to voice your constructive opinions and ideas, have your say in running and improving the club and suggest fundraising ideas. You might have some useful thoughts or just some articles of general interest.

Please send your articles in PDF or Word Format

GREEN FEE VOUCHERS

This is the cheapest way to pay your green fees! Vouchers can only be used in roll ups, League play, Club singles championship and fixed jack competitions.

Vouchers are not valid for: - Over 60's County league, County league matches, friendly matches or any Club competition.

Vouchers cannot be used to purchase food and/or drink.

Vouchers cannot be used to offset fees.

Please support
Our NEW chosen charity for 2025/2026,

Please give generously to this fantastic cause.

The Alzheimer's Society

New Members are the lifeblood of the club. Please try to encourage your outdoor club members to join us at Ilford. They will not regret it.

NEW MEMBERS ALWAYS WELCOME
CALL 020 8597 6040 or 07505 171682 or email
INFO@iibc.uk

Free instruction and guidance will be available by arrangement.
We also have several Qualified Coaches available for more advanced training.

Our thanks to our Gala Sponsors,
Hills Lexus, Woodford

If you notice any hazards or dangerous objects or areas of the club, please report it to the office immediately.
Every member has a duty of care to comply with our Health & Safety Policy for their own safety and for the good of the Club and all its members.
A copy of the policy is available from the office on request.

IMPORTANT CONTACT DETAILS

Club Telephone Number - 020 8597 6040 (only during the playing season)

Club Email address - info@iibc.uk Website - www.iibc.uk

Facebook - <https://www.facebook.com/groups/IIfordIBC/>

Club President, General Secretary and Membership Secretary,

Mr Alan Jaye - 07722 240237 - Secretary@iibc.uk

Club Chairman - Mr Gary Cook - 07703 771459

Club Manager, Treasurer, League Secretary and Bar Manager -

Mr Bob Hayter - 07505 171682 - Bob.Hayter@iibc.uk

Maintenance Team - Mr Tony Seago, Mr Eric Brown and Mr Ian Treleven

Director of Publicity & Sponsorship - Mr Steven Klein - 07771 720620

srk48klein@gmail.com

Director of Membership Development - Mr Jack Matthews - 07971 748372

jackmatthews99@gmail.com

Press & Communications Officer - Mr John Kaylor 07968 774890

John@kaylor.co.uk

Director of IT - Mr Karl Bunyan - 07947 133778 - Karl.Bunyan@iibc.uk

Welfare Director, Ladies County Delegate -

Mrs Sandra Dupuy - 07545 544966

Safeguarding Officer - Mr Stephen King - 020 8550 4037

stephenking444@gmail.com

Director & Assistant General Secretary

Mr Ian Dunn - 07930 714178 - Ian.Dunn@iibc.uk

Ladies Captain - Mrs Sonia McDonald - 020 8491 9566

Ladies Vice-Captain and Ladies Match Secretary - Mrs Bernice Gilbert - 07581 236011

Men's Captain - Mr Steven Klein 07771 720620

Men's Vice-Captain, Mr Mike Abbott - 07804 162337

Bar staff - Mr Tony Seago, Mrs Lesley Doel, Mr Eric Brown, Mr Micky Pace, Mr Steve Simpson, Mr Colin Horsnell and Mr Alan Bayliss

Health & Safety Team

Mr Vince Allen (Director), Mr Ian Dunn (Director), Mr Bob Kane,
Mr Bob Hayter, Mr Alan Jaye (Director),
Our Contact at Croner Health and Safety Consultants is Mr Kevin Towler 0844 728 0181



Club President & Director - Mr Alan Jaye
Chairperson & Director - Mr Gary Cook
Director of IT - Mr Karl Bunyan
Director of Health & Safety - Mr Vince Allen
Director & Assistant Secretary - Mr Ian Dunn
Director of Welfare - Mrs Sandra Dupuy
Director & Over 60's B Team Manager - Mr Philip Fagelson
Directors - Mr Lawrence Kaizer and Mr David Pittal
Director, Hon General Secretary & Membership Secretary - Mr Alan Jaye
Director of Publicity & Sponsorship - Mr Steven Klein
Director of Membership Development - Mr Jack Matthews
Director of Maintenance and Gardens - Mr Ian Treleaven

County League Representatives

County League Secretary - TBA	County League Selector - Mr Philip Fagelson
County Delegate - Mrs Sandra Dupuy	County League Selector - Mr Mark Newman
County Delegate - Mr Robert Kane	County League Selector - Mr Steven Klein

Club Manager, League Secretary, Bar Manager and Treasurer

Mr Bob Hayter - Club & Bar Manager

020 8597 6040 during the season	Mobile - 07505 171682 Monday to Friday ONLY between 09:00 am and 5:00 pm	Bob.Hayter@iibc.uk
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Training Team

Mr Karl Bunyan	Mrs Sandra Dupuy	Mr Alan Bayliss	Mr Steve Simpson
Mr Mark Newman	Mr Darrell Witek	Mrs Bernice Gilbert	

WEBSITE - [HTTPS://iibc.uk](https://iibc.uk)

FACEBOOK - <https://www.facebook.com/groups/IIfordIBC>

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