



## Wymondham Archers Committee Meeting

13th May 2025 at 19:00

Rugby Club

### 1. In attendance

Pete Hill, Keith Brandon, Salina Baboo, Sandra Edwards, John Packman, Dan Parnham, Daron March, Peter Barrett, Terry Reeves, Laura Scott, Chris Norburn

### Non Committee

Pat Thompson, Andy Beer, Dicken Doe,

### 2. Apologies

Jake Francis, David Hall, Mark Brookes, Alice Hawkes

### 3. Declarations statement was read out

### 4. Minutes 11 March 2025

Minutes were accepted as correct.

### 5. Chair Urgent Items

Chair Report read out

Happy Birthday Jake, Thanks for new kit design

Chair's Update - Wymondham Archers

Good evening everyone, and welcome. Here's a brief update on club matters since our last meeting in March but is by no means all that has occurred.

I'm incredibly proud to announce that Wymondham Archers is now the largest Archery GB club in the UK, and by some margin! This fantastic achievement is reflected in our continued excellent provision of space and our growth in membership, increasing from 340 to 353 since our last meeting. Our beginners' courses also remain consistently popular, which is a testament to the welcoming environment that we foster. Things continue to get exciting with the introduction of our new kit, ordered from Lionhart. Thank you to our Vice Chair, Jake, for getting this to happen.

Following an incident with intruders on the indoor range, I can confirm that all lock codes have been changed to enhance security - more on this on the agenda.

On the administrative front, both the Outdoor Range Registration and the Shoot to



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the Moon Range registration have been successfully refreshed. However, we haven't yet commenced work on our 2025-2030 strategy plan; this will be a focus for the coming months.

I'm delighted to welcome Chris Norburn back to the committee – it's great to have you with us again, Chris. In other personnel changes, we sadly say goodbye to Alice Hawkes as our Safeguarding Officer, we lost Alice as a member and committee member. I personally thank her for her time, energy and dedication to our lovely Club. I'm pleased to announce that Laura Scott has kindly stepped into this vital role. We are currently seeking an assistant Safeguarding Officer to support her; if anyone present is interested, please do let me know. Otherwise, I will stand temporarily until the new year.

Looking ahead, our Annual General Meeting (AGM) is scheduled for July 15th. I cordially invite all current committee members to consider re-standing – we truly are a super team, and your continued contributions would be invaluable as we navigate our position as the UK's largest Archery GB club.

Finally, a few papers will be discussed shortly. These cover our processes for managing the compost toilet and outdoor range line painting, feedback from members who have left the club, and insights from those who have utilised our bow hire scheme. Thank you. Pete: Chair - Wymondham Archers

### Yearly Reports for AGM preparation

- Officers to compile reports for AGM utilising previous committee meeting reports.
- TODO - Pete to send committee reports back to owners so that AGM reports can be complied
- These need to be sent to the secretary by 1st June!
- TODO - Pete to send Dan, details for website of new safeguarding officer including photo to update

### New Safeguarding officer

- Previous officer Alice Hawkes has stood down
- Laura Scott has stepped into this role, This was agreed by all on committee
- Request for an assistant Safeguarding officer to support Laura



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### 6. Score Card , Treasurer Report, Other Committee Member Reports

#### Treasurer Report

- See scorecard

#### Fundraising Report

- TODO - Refresh committee strategy - Pete to contact the 5 people who are allocated to drafting the committee strategy. Group is to draft a plan by the September meeting to present back to the committee. With an intention to hopefully finalise a strategy by October

#### Equipment Officer

- Bring and Buy sale previous weekend was cancelled no bookings
- Repaired two outdoor targets
- Some outdoor targets need repairs, but repairs need to be made to indoor target first
- 2 compound bows have been donated. Clickers will provide a quote for repairs and make these bows safe. Cost will be brought back to committee to agree

#### Records

- Many badges have been awarded and club records achieved
- AGB awards, should be recorded and paid for via AGB directly
- TODO - Dan to update the website to send members to AGB to get their AGB progression awards directly from AGB. Club to continue to support our own awards - 252 and Portsmouth
- Club with continue to administer the classification awards

#### Tournament Officer

- See Score Card
- During tournament Rugby club has agreed to close the adjacent field to accommodate 18 boss requirement and side safety zone required
- Need help for July tournament 11th / 12th / 13th
- Sign up for Winter worcester tournament has been opened
- A longbow only tournament is being organised by Terry

#### Coaching Officer

- Multitude of beginner courses have been run
- A digital coaching recording form has been setup to be shared with intermediate learners



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### Junior Officer

- Juniors going well,
- Working on etiquette with the group but they interact well with other archery members
- Sessions are not a coaching session. It is a social environment for our younger members

### Web officer

- Nothing to report

### Health & Safety

- Two incidents have occurred, but these are minor, see scorecard for full report

### Safeguarding

- An Ongoing incident is resolved there was no case to be had

## 7. Main Agenda

7.3 Some of the committee will be aware that we could have a number of junior archers camping at our Outdoor Range for the WA Weekend 2025. Do we wish to let this happen and if so will we have physical support from our committee?

- Agreed to allow this to happen
- Sandra / Pete to complete risk assessment for the club
- Camping will be on the safe zone of the range

7.4 We now ask for feedback to our Archers who hire a bow. We have had several of those feedback now to which I report, at this meeting.

- See bow hire scheme feedback report

7.5 You will be aware we had some unwanted visitors at the indoor range. We have changed the lock codes, both gate and door. We may wish to adopt CCTV on a timed basis indoors at the range next season - September onwards - do we want this? Is there any other governance issue we may wish to address in relation to this incident and possible solution?

- Agreement to CCTV on indoor range - Carried across the committee with 1 no
- Only on during 10pm - 6am, out-of-session times, during indoor season
- Location : Indoors only
- Only accessible by certain committee members (Chair / Safeguarding / Health and Safety officer)



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### Rugby Club

- Signage will be displayed on the inside / and outside of the range
- Reminder to be sent to the club. Once CCTV is installed
- A policy and risk assessment document will be pulled together by Sandra / Pete H to cover governance on decision of the CCTV
- Reminder to be sent to club members reminding of them of member guidelines following the AGM

#### Changing Door codes

- TODO - Change lock on door to a borg lock at the indoor range - unanimously agreed
- TODO - Change codes regularly

#### Outdoor Range CCTV

Agreed no CCTV on outdoors for now

#### 7.6 Line Painting

- First run of the year will be paid for and done by robot
- The following paintings will be maintained by Andy Beer to the standard & quality of painting to signed off by Equipment officer, Chair & Tournament officer
- Andy Beer's membership will be paid by the club for every year painting services are utilised.

#### Compost Toilet

- Report generated by chair will be shared
- Needs raking every 3 months, carried out by chair currently
- In 3 years time the club will need to empty the composting chamber. This will be done by a contractor with proper equipment and PPE - agreed by committee. Not to be done by a member or committee!

#### Leaver Report

- See leaver report feedback report

#### Outdoor target days

- Terry is organising recurring outdoor target days over the summer
- Medals for indoor will be awarded for those that have attended a min of 3 target days
- TODO - Chair to advertise the new target days with the first one is on the 26th May
- Terry suggested an enclosed notice board agreed spend up to £200 on this - agreed by committee to purchase

The meeting closed at: 20:56

This is a true record of proceedings.

Date of next 15th July 2025 AGM

Signed:



Wymondham Archers Committee Meeting  
13th May 2025 at 19:00  
Rugby Club

Name:

Date:

DRAFT



## Management Report: Review of Outdoor Archery Range Line Painting Strategy

To: Wymondham Archers Committee

From: Pete Hill - Chair - Wymondham Archers

Date: May 10, 2025

### 1. Introduction

This report addresses the current approach to line painting for the outdoor archery range at Wymondham Archers. It considers the cost, quality, and sustainability of the current method and explores an alternative approach involving volunteer participation. The aim is to provide recommendations that ensure accurately marked, durable lines while managing club resources effectively.

### 2. Current Situation

The outdoor archery range lines were recently painted by an outside contractor at a cost of £309 per application. While the GPS-guided machinery used by the contractor ensured high accuracy in line placement, the club has experienced issues with the depth and longevity of the paint applied. This necessitates more frequent repainting, which will lead to recurring costs.

### 3. Analysis of Options

Two primary options are considered for managing the line painting:

- **Option 1: Continue with Full Contractor Service**
  - **Pros:**
    - Guaranteed accuracy of line placement due to GPS-guided machinery.
    - Minimal organisational effort required from the club beyond scheduling.
  - **Cons:**
    - High cost per application (circa £310).
    - Insufficient paint depth leading to poor durability and frequent repainting.
    - The cost can become exceptionally expensive if the application needs to be repeated multiple times, potentially up to 6 times, during the summer season due to wear and the need to



maintain clear lines for competitions and regular use. This could escalate annual costs to £1860 (£310 x 6).

- Potential for escalating costs if more frequent applications are needed or contractor fees increase.

- **Option 2: Hybrid Approach - Contractor for Marking and initial painting, Volunteer for continued Painting**

- This option proposes engaging the contractor solely for the initial, accurate marking of the lines using their GPS-guided machinery. A club volunteer (or team of volunteers) would then undertake the actual painting, allowing for a thicker, more durable application.
- **Pros:**
  - Leverages the contractor's accuracy for initial line positioning.
  - Potential for significantly improved paint depth and longevity, as volunteers can dedicate more time and apply more paint.
  - Potential for significant cost savings on the labour component of the painting.
  - Increased member engagement and ownership of club facilities.
- **Cons:**
  - Requires identifying and managing a willing and capable volunteer(s).
  - Potential costs associated with purchasing or hiring painting equipment and purchasing paint (though likely less than the contractor's full fee).
  - Reliance on volunteer availability and commitment.
  - Need for clear instructions and potentially some training for the volunteer to ensure quality.

#### 4. Cost-Benefit Considerations

- **Current Contractor Cost:** £310 per paint. If this is needed up to 6 times a year, the annual cost could be as high as £1860. Even at a more conservative estimate of 3 times a year, the cost is £930.
- **Hybrid Approach Estimated Costs:**
  - Contractor cost for marking only: £310 fee.
  - Paint and materials: Costs will vary depending on the type and quantity of paint. High-quality line marking paint could cost £50-£75 per application.
  - Volunteer incentives (if implemented): See section 5.





- If the hybrid approach results in lines lasting significantly longer the overall annual cost could be dramatically reduced.

This represents a significant saving annually compared to the current method, depending on the actual frequency required with the contractor.

**The key benefit of the hybrid approach lies in the potential for significantly improved quality (paint depth and durability) leading to less frequent repainting, alongside direct cost savings per application.**

## **5. Volunteer Recruitment and Incentives**

Successfully implementing the hybrid approach hinges on finding a willing and capable volunteer(s). To encourage participation, the club could consider various incentives:

- **Direct Appeal for Volunteers:** Clearly communicate the need, the benefits to the club (cost saving, better quality lines), and the specific tasks involved. Emphasise the importance of the role. It should be noted that an initial attempt by the author to recruit volunteers for this and other tasks via the "Helpers at Wymondham Archers WhatsApp Group" has unfortunately not yielded any responses to date. This indicates that a more direct and potentially incentivised approach may be necessary.
- **Financial Incentives and Policy:**
  - **Payment of Club Fees:** Offer to cover the annual club membership fees for the volunteer who takes on this responsibility.
  - **Clickers Vouchers or Archery Equipment Vouchers:** Provide vouchers as a top up or for the entire 'In Kind' incentive.
  - **Payment of Tournament Fees:** Offer to cover entry fees for a certain number of tournaments up to an agreed financial limit.
  - **Policy Consideration:** If financial incentives are to be used, a clear policy may need to be created or an existing one revised. This policy should address fairness, transparency, the value of different volunteer roles, and how such incentives are approved and administered to avoid any misunderstandings or perceptions of inequity within the club.
- **Other Incentive and Recognition Ideas:**
  - **Public Recognition:** Acknowledge the volunteer's contribution in club newsletters, on the website, or at club meetings/events.
  - **Skill Development:** Provide training for any specialised equipment.
  - **Social Events:** Host a small "thank you" event or provide refreshments.



- **Club Merchandise:** Offer exclusive or complementary club-branded items.
- **"Volunteer of the Month/Year" Award:** We could incorporate this into a broader recognition scheme.
- **Flexibility:** Allow the volunteer suitable times to perform the work.
- **Provide all Necessary Equipment and Support:** Ensure good quality materials and safety gear.
- **Small Gifts/Tokens of Appreciation:** A bottle of wine, gift basket, or small honorarium.

## Important Considerations for Volunteer Management:

- **Clear Role Description:** Define the task, expected quality, and time commitment.
- **Training and Guidance:** Provide clear instructions on paint application for durability.
- **Health and Safety:** Ensure the volunteer is aware of any safety precautions and provide necessary PPE.
- **Insurance:** Confirm club insurance covers volunteers for such tasks.
- **Feedback Mechanism:** Allow volunteer(s) to provide feedback.
- **Avoid Over-reliance:** Aim for a small team or backup plan.

## 6. Recommendations

1. **Negotiate with the Current Contractor:** Obtain a quote for their services to solely mark the lines using their GPS-guided machinery.
2. **Research Material Costs:** Determine the cost of high-quality, durable line marking paint and application tools - we already have a supplier.
3. **Develop a Formal Volunteer Role Description and Incentive Package:** Based on the lack of response to general appeals, create a specific role outline for the line-painting task, clearly stating the responsibilities, desired outcome (durable lines), and the proposed incentive(s).
4. **Establish or Revise a Volunteer Incentive Policy:** Before offering significant financial incentives, the committee should agree on a clear and fair policy framework.
5. **Issue a Targeted Call for Volunteers:** Directly approach members who might have relevant skills or an interest, or promote the specific incentivised role through all club communication channels.
6. **Conduct a Detailed Cost-Benefit Analysis:** Once all potential costs for the hybrid model (marking, materials, incentives) are clear, compare this robustly against the variable costs of the full contractor model (potentially £930-£1860 annually).



7. **Prioritise Quality and Longevity:** Emphasise to any potential volunteer the importance of applying a sufficient depth of paint.
8. **Implement a Trial Period:** If a volunteer is found, trial the hybrid approach, evaluating cost, quality, and volunteer satisfaction.
9. **Develop a Volunteer Agreement/Understanding:** Ensure clear understanding of expectations and support.
10. **Establish a Feedback Loop:** Regularly communicate with the volunteer.

## 7. Conclusion

The current method of line painting presents a significant and potentially very high annual cost if lines require frequent reapplication, alongside issues of durability. A hybrid approach, leveraging contractor accuracy for marking and volunteer effort for painting, offers substantial potential for better quality, longer-lasting lines, and considerable cost savings. Given that initial general appeals for volunteers have been unsuccessful, a more targeted approach with clear, fair incentives, underpinned by a club policy, is recommended. The committee should prioritise developing this incentivised role and policy to explore the viability of this more sustainable and cost-effective solution.

Pete Hill: Chair - Wymondham Archers



# Committee Report: Understanding and Managing the Archer's Rest Composting Toilet

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## Introduction

In 2021, Wymondham Archers purchased our NatSol Full Access Composter (FAC) toilet system, affectionately known as the Archer's Rest. This report explains the biological principles behind this system to aid committee understanding and inform management policy and practices.

Our FAC system functions by separating urine from solid waste; this is a key factor in the FAC's success. Urine is diverted via pipework to a soakaway, while solids collect in one of two underground composting vaults. These vaults are used alternately. The pedestal is switched to the empty vault when the active one is sufficiently full, allowing the contents of the first vault to mature. While NatSol suggests an annual switch for high-use sites, the usage levels at Wymondham Archers indicate this period might extend significantly, potentially up to 5 or more years, before switching. Emptying of composting vaults can be undertaken around 3 or more years after switching.

## Effective Composting

The composting process within the vaults is similar to a garden compost heap, relying on natural biological decomposition. Two key factors govern its effectiveness:

- **Moisture Content:**

This is crucial. If the pile becomes too wet, it can stagnate, lacking oxygen (anaerobic) and becoming smelly. Conversely, if it's too dry, the composting process slows dramatically or stops altogether.



- **Nutrient Balance (Carbon:Nitrogen Ratio):**

While less critical than moisture, the ideal ratio of Carbon (C) to Nitrogen (N) is approximately 30:1. Human waste is naturally high in Nitrogen, primarily from urea in any residual urine entering the vault (urine is also rich in Potassium and Phosphorus). To counterbalance this and manage moisture, 'soak' material (wood shavings in our case) must be added after every solid deposit. This soak is rich in Carbon, helps absorb excess liquid, maintains structure for airflow, and covers the waste.

Decomposition is performed by a diverse community of microorganisms (bacteria, fungi) and larger visible critters (insects, worms). These generally establish themselves naturally. When a vault is eventually emptied (after at least a year of maturation - possibly up to 6 years for Wymondham Archers), NatSol recommends leaving a small amount of finished compost behind to act as a "starter pack" of organisms for the next cycle.

## Potential Issues & Natural Controls

Potential issues usually arise from imbalances, most often incorrect moisture levels.

- **Dung Flies:** The most common potential issue is an outbreak of small dung flies (e.g., Sphaeroceridae). These typically occur if the compost pile becomes *too wet*.
- **Natural Predators:** Fortunately, the composting vault environment attracts natural predators of dung flies. The most effective is the Rove Beetle (family Staphylinidae, often *Staphylinus philonthus politus*). These beetles actively hunt fly eggs and larvae within the compost. Crucially, Rove Beetles thrive in moist but *aerobic* (oxygenated) conditions – they do *not* like overly wet, stagnant environments. Therefore, maintaining the correct moisture level not only aids composting but also supports the natural fly predators. These beetles usually colonise naturally, potentially entering via vent pipes, although this may take a few months in new systems.
- **Other Insects:** Other issues are rare with correct usage:
  - *Drosophila* (fruit flies) only occur if non-toilet waste (like food scraps) is introduced.
  - Drone flies (which mimic bees) might appear in exceptionally wet conditions (e.g., a urine pipe blockage).
  - Meal moths could potentially arise if the soak material itself becomes damp and infested during storage before use.



## Effective Management Summary

The key to a successful, efficient, and odour-free system lies in consistent management - focused on:

- **Adequate Soak Addition:** Ensuring sufficient wood shavings are added after every solid deposit is paramount for Carbon:Nitrogen balance, moisture absorption, and covering waste.
- **Avoiding Overly Wet Conditions:** This maintains aerobic composting, prevents odour, and supports the natural predatory insects that control flies.
- **Aeration:** Quarterly raking of compost to ensure oxygenation of compost.
- Utilise alternate vault when levels reach close to or slightly above half full.
- **Maturation of compost:** Leaving compost for a minimum of 1 year, but preferably 3 or more years, to fully decompose.
- **Removal of waste:** Removal of decomposed compost and deposit onto gardens/trees/non potable pond foliage surrounds or similar.

## Risks

If the FAC is not managed effectively we could cause an outbreak of an infestation of dung loving insects or other pests. It is imperative we look after the facility and remain vigilant to unwanted pests.

Due to the nature of the work in raking and levelling the wood chips and deposits, Club member volunteers are difficult to source. Currently we have one volunteer who is willing to rake the compost within the live vault; who also asks for no additional reward or support. We also have a volunteer who the Club pays membership for, who cleans the toilet on a regular basis for us. Should we lose these volunteers the Committee will need to source additional support.

Cleanliness is key for use by our members. As one member quoted during the procurement process for the toilet, "It's no so much that I need the loo when I'm there, I need it when I get there."

We cannot underestimate how important the FAC is to our membership. It maybe prudent to assign responsibility for the FAC to a single Committee Member.

By adhering to the principles highlighted above and to mitigate the risks we are aware of, the Archer's Rest should continue to function effectively with minimal issues.

**Chair - Wymondham Archers**



## Outcomes and Feedback on the Bow Hire Scheme

Date: 13th April 2025

Author: Peter Hill

This paper summarises the initial outcomes and feedback received regarding the club's Bow Hire Scheme, gathered from archers who have utilised this facility.

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### 1. Outcomes of Enabling Archers to Hire a Bow:

The introduction of the Bow Hire Scheme has demonstrably provided a valuable pathway for new and potentially existing members to engage more fully with archery without the immediate financial commitment of purchasing their own equipment.

Feedback indicates that the scheme has:

- Facilitated participation: By lowering the initial barrier to entry, the scheme has allowed individuals to try archery and develop their skills before investing in personal equipment.
- Provided a "taster" of bow ownership: Archers have appreciated the opportunity to experience what it is like to have their own bow and practice independently.
- Supported informed purchasing decisions: The hire period allows archers to gain experience and knowledge, leading to more informed decisions when they eventually choose to buy their own equipment, potentially avoiding the purchase of unsuitable or quickly outgrown gear.
- Offered flexibility: The scheme provides a flexible option for beginners to progress at their own pace before committing to a significant purchase.





## 2. Suggestion for Improvement:

One potential improvement to the Bow Hire Scheme could be the implementation of a bimonthly check-in system with archers who have hired bows. This proactive communication could serve several purposes:

- Provide a gentle encouragement: A simple check-in could provide a slight nudge to archers who may be facing difficulties in attending the range due to life circumstances.
- Identify potential issues early: Regular contact would allow for the early detection of any issues with the hired equipment, such as faults or breakages, ensuring timely maintenance and preventing prolonged periods of inactivity for the archer.
- Offer support and guidance: The check-in could also provide an opportunity for the committee to offer support, answer questions, or provide guidance to the archer as they progress.

## 3. Process of Obtaining the Hire Bow and Potential Improvements:

Feedback indicates that the process of obtaining a hire bow was seamless and easy. Specifically:

- The bow was immediately available upon induction into the club.
- Collection was integrated into the induction process, making it convenient for new members.
- The setup process, including paperwork and direct debit arrangements, was effortless.
- The immediate availability was particularly advantageous for left-handed archers.

No significant issues were raised regarding the process. However, considering the positive feedback on the ease of collection during induction, ensuring this streamlined approach continues for all new hirers would be beneficial.

## 4. Was it Worth It?

The feedback overwhelmingly indicates that the Bow Hire Scheme has been extremely helpful and worthwhile. Archers reported that:

- It allowed them to practice beginner skills before committing to personal equipment costs.
- It helped them avoid potentially regrettable purchases of cheaper, less suitable equipment.
- It provided the opportunity to gain a feel for bow ownership without a large upfront investment.





## 5. Recommendations to Others About Hiring a Club Bow:

Archers who have utilised the scheme strongly recommend it to others, particularly beginners. Their advice includes:

- "Yes, Hire a Bow." - A direct and positive endorsement.
- "I would highly recommend it to all beginners..." - Specifically targeted advice for new members.
- "...my advice would be to stick with the hire kit for at least 6 months before spending on your own kit." - Encouraging a period of learning and experience before purchasing.

One suggestion for enhancing the hire kit itself was to "maybe include a basic stabiliser long rod in the kit." While the current kit is well-received, this could be a potential future enhancement to further improve the archer's experience and understanding of equipment.

## Conclusion:

The Bow Hire Scheme has been a successful initiative, providing significant benefits to members, particularly beginners. The seamless process of obtaining equipment and the opportunity to experience archery before committing to personal purchases have been highly valued. Implementing a bimonthly check-in system could further enhance the scheme by providing support and early identification of any issues. Consideration could also be given to including a basic stabiliser in the hire kit in the future. The positive feedback strongly suggests continuing and promoting this valuable club resource.

**Pete Hill - Lead Coach**  
**April 2025**

# Leavers' Feedback Report

Wymondham Archers Committee

Date: 13 May 2025

Subject: Analysis of Recent Leavers' Feedback

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## 1. Executive Summary

This report summarises feedback from recent departing members. The overwhelming sentiment towards the club, its personnel, and outdoor facilities is highly positive. Most leavers cite reasons external to the club, such as time constraints, relocation, or health. A significant number express a strong intention to rejoin in the future. Key areas for potential improvement focus on the indoor facilities (particularly heating and size) and suggestions for increased flexibility in access/payment.

## 2. Key Findings

- **Reasons for Leaving:**
  - The predominant reasons for leaving are external to the club's direct control:
    - **Time Constraints:** Due to family, work, or academic commitments (e.g., exams, A-levels, new jobs, childcare). This was the most frequently cited category.
    - **Relocation:** Moving out of the area or to university.
    - **Health Issues/Injury:** Preventing participation in archery.
    - **Shift in Personal Priorities/Interests:** Such as taking up other hobbies (e.g., golf) or a child's changing interests.
    - **Loss of an Archery Partner:** E.g., a daughter no longer attending.



# Wymondham Archers

- Cost was mentioned only once as a contributing factor ("It's only the money, I'd love to stay"). One member cited access issues due to roadworks.
- **Likelihood of Rejoining:**
  - A very strong majority of departing members stated they "will be re-joining as soon as my circumstances let me" or hope to return in the future.
  - A smaller number were unsure if archery was for them at the moment or stated they would not be rejoining.
- **Feedback on Coaches, Committee Members, and Club Members:**
  - This area received overwhelmingly positive feedback. Common descriptors included: "always helpful and professional," "fantastic," "friendly," "welcoming," "supportive," "approachable," "amazing," and "insightful."
  - One member noted that while coaches were good and members friendly, they "sensed some tension with some longer standing members reluctant to see the club expand," though this was an isolated comment.
- **Feedback on Facilities:**
  - Outdoor Facilities: Consistently praised as "great," "superb," "excellent," and "well presented." The location and access (barring temporary roadworks for one) were seen as positives.
  - Indoor Facilities: Received more mixed, though still generally adequate, feedback.
    - Heating: The most common suggestion for improvement was better heating in the indoor range during winter, with some members finding it "very unpleasant to shoot in the cold."
    - Size/Layout: Some comments included a desire for a "bigger indoor shooting range," and one member was "not a fan of the new indoor but appreciate there weren't many other options."
    - Availability: One suggestion was for the indoor range to be open throughout the year.
    - Amenities: Requests for "toilets closer at the indoor venue" were noted.
- **Suggestions for Improvement ("Just One Thing" & Other):**
  - Facility Enhancements:
    - Heated indoor space in winter (most frequent suggestion).
    - Bigger indoor shooting range.
    - Indoor range is open year-round.



- Toilets closer to the indoor venue.
- A massage room (aspirational).
- Access & Flexibility:
  - Introduce a 'pay-and-shoot' system or hourly fees for occasional shooting.
  - Use a booking system for indoors for more flexibility.
- Member Engagement & Community:
  - Linking up junior members.
  - A way to keep siblings entertained.
  - Regular themed/fun shoots.
  - Employ a person dressed as a dragon to cheer on new people (obviously a more light-hearted suggestion).
- Coaching:
  - One member would have liked more coaching but found sessions busy.
- Location Specific (Individual Needs):
  - Range closer to Diss/Norwich (for individuals living further away).

### 3. Overall Sentiment & Conclusion

Departing members hold Wymondham Archers in high regard, frequently describing it as a "great club," "amazing," "inclusive," and "well run." The positive experiences with coaches and members are a significant strength.

The primary drivers for leaving are external life changes rather than dissatisfaction with the club itself. The strong intent to return is a positive indicator of member satisfaction.

While facilities are generally good, addressing the recurring comments about indoor heating and considering options for increased flexibility in access/payment and further member engagement could enhance the club experience and potentially aid retention or re-engagement.

Pete Hill  
Chair - Wymondham Archers