



Annual General Meeting – 21st April 2018

Chair's Report

1.0 Staffing

Hannah Thurman as our Pub Manager has been in charge up to when she went on Maternity Leave in December 2017 then Julia Andrus took over her duties as Bar Manager and has done a sterling job. Drew Marsh has been doing a really good job as our Cellar man since Cayn White left to run The Gardeners Rest in Sheffield (another Co-operative Pub) in March 2017. We have recruited some new Bar Staff over the past 12 months.

We continue to pay as a minimum the 'proper' living wage to all its Staff. This is the Living Wage as defined by the Living Wage Foundation. **The Living Wage recently increased to £8.75 per hour.**

We have recently enrolled our Staff in the Workplace Pension Scheme and the Directors have decided that we are paying at present the Pension Contributions for our Staff. The Pension Contributions rise from 2% to 5% from April 2018.

The Directors of the Fox & Goose would like to place on record our thanks to all our Staff for all their hard work over the last 12 months.

2.0 Volunteer & Paid Refurbishment work

Volunteers have continued to support the Fox & Goose in many and varied ways.

We rebuilt the bar mainly with the aid of volunteers and now have more room for equipment, stock and staff. Volunteers also redecorated the darts room, which is now a much more welcoming room and well used, and the music room and stairway.

The outside has been repaired and repainted and further improvements made to the beer garden, especially to the lighting.

The Fox and Goose (Hebden Bridge) Limited

Registered Society, Number 32021R

Registered Office: 7 Heptonstall Road, Hebden Bridge, West Yorkshire, HX7 6AZ

www.foxandgoose.org



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It's sad to report that the pub's marvellous hanging sign went missing during the refurbishment but we hope to have a new one made as close to the old one as possible, and we will shortly be putting up our logo on the gable end having recently received Planning Permission from Calderdale Council.

We suffered from some water ingress during the 2015 Boxing Day floods and were able to get a Property Level Resilience Grant from Calderdale Council, topped up by the Calderdale Community Foundation, to make the inside easier to restore after any future damage and to direct rainwater run-off from the hillside away from the back door. We now have a resilient vinyl floor behind the bar and the lower bar shelving raised on blocks. The flagstones in the yard and beer garden were raised and re-laid to slope away from the back of the building to carry away surface water. A flood barrier at the top of the outside steps is extra insurance against water getting in through the back door.

There was a great unexpected benefit of having a new surface water drain in the yard behind the flat. The builder found seriously broken drains which had been allowing waste water from the flat to soak the ground behind the bar's back-to-earth wall. This was likely to have been the main cause of the bad smell and dampness in the pub which have now disappeared since the drains were repaired.

Thanks to our Volunteers for organising our very successful International Women's Day events and several other events over the last 12 months.

The Directors of the Fox & Goose would like to place on record our thanks to all our Volunteers for all their hard work over the last 12 months.

2.0 Directors

Currently we have 6 Directors and one of these is currently not seeking re-election at the AGM. 1 Director Rachel Loise resigned following breaking her ankle. Therefore we are seeking to elect 2 Directors at the AGM and personally I hope for some Gender Balance.

Director nominations have been received and details of these will be circulated at the meeting.

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3.0 Finances

The Gross Profit percentage figure for 2017 has greatly improved when comparing to 2015 & 2016. Please see the Treasurers Report and the 2017 accounts for a full report on the 2017 financial year and budget for 2018.

I am pleased to report that we are now in a position to recommend paying 3% interest on issued share capital and this is included later in the meeting agenda.

4.0 Drinks – quality & range

We continue the high quality of the Beers & Ciders at the Fox & Goose and continue to remain the CAMRA Good Beer Guide. The Fox & Goose continues to subscribe to the LocAle Scheme – Local beers providing local employment and reducing beer miles. This links well with the Fox & Goose's Sustainability and Environmental Ethos.

Following customer feedback we continue to stock gluten-free beers and a regular Vegan cask ale. In addition Mulled Cider has proved to be very popular over the winter months, whilst the addition of the tea & coffee machine have proved popular with walkers and people coming in for events. These initiatives have widened the range of customers who come into the Fox & Goose.

5.0 Marketing Grant

Recently we applied for and received £10,000 Community Business Trade Up Grant from Power to Change and delivered by the School of Social Entrepreneurs. This will help us develop out Marketing Strategy for the Fox & Goose. Julia has been attending Training Courses in York two days a month which is proving very helpful especially in areas around Staff & People Management.

We have recently brought a new Lap Top funded by the grant and the grant is being drawn down quarterly.

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We hope to employ a Part-time Marketing & Events Officer in the coming year to spread the good word that we do at the Fox & Goose and to expand our Co-operative Business.

6.0 Local Harvest Festival

As a change from our usual Beer Festivals Drew Marsh put forward a suggestion to organise & host a Local Week long Harvest Festival last autumn. This proved very successful with Local Beers & Local Produce on Sale. Let's hope this will be repeated next autumn as a good time was had by all.

7.0 Music

The Fox & Goose continue to host a lot of local musicians during the last year which always prove popular to our customers.

This year's highlights includes Attila the Stockbroker, Events as part of Hebden Bridge Folk Roots Festival , Catfish Skillet, The Shabbycats, Pennine Piperholics, Breton Musicians, Fran & Mark and several Impromptu sessions throughout the year.

8.0 Publicity

The Fox & Goose continue to have a high profile in Hebden Bridge with our Web site and Friends of the Fox & Goose Facebook Page. We even had the Mayor of Warstein to visit us recently and he was very impressed with how we set up the Co-operative in the first place and was well impressed with the Beer.

9.0 Community involvement

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Community Involvement is a key part of what we do at the Fox & Goose. It demonstrates that we are part of the wider Local Community and more than just a pub.

Examples of community involvement over the last 12 months are listed below:-

- The Fox & Goose have sponsored the Hebden Folk Roots Festivals for the last 4 years.
- The Fox & Goose have sponsored the Calderdale CAMRA Beer Festivals.
- The Art Work for Sale and displayed on the pub's walls promoting Local Artists
- Several Local Community Groups hold regular meetings at the Fox & Goose.

Cllr Dave Young
Chair of Directors
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