

Annual General Meeting (AGM) for Year 2024-2025

Saturday 28th June 2025, at 6.30pm – 8.30pm

H.A.C.A. Community Centre, Park St., Hull. HU2 8RR

Present (23)		
Chester Williams (<i>Trustee/Chairman/Chair</i>)	Felicia Okenyi (<i>2025 Member</i>)	Cecil Jones
Angela Murden (<i>Trustee/Secretary</i>)	Balsamo Mahmoudian (<i>2025 Member</i>)	John Baptiste
Bongi Mokone (<i>Trustee/Deputy Treasurer</i>)	Nancy Faal-Prestwell (<i>2025 Member</i>)	Priscah Oluotch
Catherine Kenny (<i>2025 Member</i>)	James Oyelekan (<i>2025 Member</i>)	Abbas Abdul Nasser
Jared Kenny (<i>2025 Member</i>)	Teresa Pearl Swaby (<i>2025 Member</i>)	Sillah Kamara
Peter Oluotch (<i>2025 Member</i>)	Saidou Koroma (<i>2025 Member</i>)	Wanyu Flora
Annie ODonnell (<i>2025 Member</i>)	Karen Okra (<i>2025 Member</i>)	Raymond Ihunda
Martin Chinga (<i>2025 Member</i>)	Bunja Touray (<i>2025 Member</i>)	
Apologies (17)		
Eunice Enyoazu (<i>2025 Member</i>)	Grace Fregene (<i>2025 Member</i>)	Mike Matonga (<i>2025 Member</i>)
Ade Ogunfidodo (<i>2025 Member</i>)	Ikechukwu Okoro (<i>2025 Member</i>)	Dr Tonye Wokoma (<i>2025 Member</i>)
Shemel Fanfare (<i>2025 Member</i>)	Stand Up to Racism Community (<i>2025 Member</i>)	Gill Kenneth (<i>2025 Member</i>)
Dominic Hooke (<i>2025 Member</i>)	Uchechukwu Elizabeth Ani (<i>2025 Member</i>)	Clara Mafuta (<i>2025 Member</i>)
Eleanor Woyen (<i>2025 Member</i>)	Sarah Ahmed (<i>Paid Membe</i>)	Anchang Bertrand Nkwain (<i>2025 Member</i>)
Wendy Dobbs (<i>2025 Member</i>)	Jenny Ubi (<i>2025 Member</i>)	

MINUTES OF MEETING	
1.	<p><u>Welcome & Introductions (<i>Chair (CW) and AM</i>)</u></p> <ul style="list-style-type: none"> CW (Chairman) opened the meeting with a warm welcome to everyone. Apologies were taken, and the Proxy voters were noted. AM went through the ‘housekeeping information’ and notify all attendees that the meeting would be recorded for Minute-Taking purposes. AM apologised for the delayed start, caused by some technical glitch. As all present at that time knew the Board of Trustees present, no introductions were necessary. AM also apologised for the cancellation of the AGM meeting of 20th Apr. 2025, which was due to Board illness, and again thanked all for coming to the rescheduled on today. In addition to the information being displayed on the large TV monitor, AM reminded all that the relevant documents for the AGM meeting, shared days ago on the HACA Website, can also be used to follow today’s proceeding if so wished. A few paper copies were available if needed.
2.	<p><u>Minutes of Previous Meeting (<i>AM</i>)</u></p> <ul style="list-style-type: none"> AM took the meeting through the previous AGM Minutes of 2024, to review it for accuracy. Accuracy of the Minutes was confirmed, adoption proposed by SK and seconded by CK (both were present at that AGM). The 2024 AGM Minutes were duly adopted, and the audio recording of the previous Minutes subsequently deleted. All ‘Action Points’ have been addressed.

3. Year Overview 2024-2025 (AM)

AM shared some key aspects of the year, via a PowerPoint presentation, accompanied with commentary. The overview covered the areas as follows:

<p style="text-align: center;"><u>H.A.C.A. YEAR OVERVIEW</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Governance • Finance 1 • Finance 2 • Funding & Grants • Key Activities, Events & Projects (HACA) • Key Activities, Events & Projects (Others 1 & 2) • Some Annual National Events Marked • Member & Community Services • Building Maintenance • Research, Surveys & Consultations • Pressure Points • Miscellaneous 	<p style="text-align: center;"><u>GOVERNANCE</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Strengthened Board – Full Capacity (9) • Strengthened Reconciliation Committee (5) • Policies – Reviews, Updates & New (<i>Acceptable Behaviour</i>) • Change Legal Status of HACA Charity (e.g. CIC) • Review Constitution • Gas Reconnection Planning • Strategic Plan & Business Plan Commissioning • Meetings – Annual, Board, General • HEYCF Leadership Advocacy Network • Community Centres Regular Network Meetings • Community Asset Transfers (CAT) Meetings/Training <p>Things To Do.....</p> <ul style="list-style-type: none"> • Refresh/Develop Strategic Plan • Refresh/Develop Business Plan 	<p style="text-align: center;"><u>HACA FINANCE (1)</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Accounts 2023-2024 – Timely Submission to Charity Comm. • Debt Free Status – Maintained • Income Sources: <ul style="list-style-type: none"> - Room Hire (Offices, Dedicated Spaces, / Events) - Membership Fees - Admin. Grant - Utilities Rebate (50%) • Headline Figures 2024-2025 – Treasurer To Do • HACA Contactless: SumUp & Paypal • Org. Participation Fees (<i>HEYCF & Smile Foundation</i>)
<p style="text-align: center;"><u>HACA FINANCE (2)</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <p>MONTHLY BILLS</p> <ul style="list-style-type: none"> • Electric £700 • Gas £300 • Water £70 • Waste & Recycle £100 • Telephone & Internet £80 • Mobile £20 <p>ANNUAL BILLS</p> <ul style="list-style-type: none"> • Premises Licence £180 • Business Rates £450 • Fareshare Food Supplies £1,100 <p>OTHER</p> <ul style="list-style-type: none"> • Wed Drop-In Cooking – £200 pm (<i>per month</i>) • HACA Stock £160 pm (<i>Food, Ingredients, Toiletries, Cleaning/Hygiene</i>) 	<p style="text-align: center;"><u>FUNDING & GRANTS</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <p>SUCCESSFUL</p> <ul style="list-style-type: none"> • HACA Unveiled (<i>Apr 2024</i>) • Smile Foundation National GSP Extension (GSP 2) (<i>Apr 2024</i>) • KHCC Healthy Holidays (Summer) (<i>May 2024</i>) • Hull CVS Decoration Funding (<i>Jun 2024</i>) • National Highways (In Kind) – Double Glazing (x3 small windows on 1st floor) (<i>Jul 2024</i>) • Barclays Community Football Fund (<i>Oct 2024</i>) • Two Ridings Hull Community Fund 2024 (<i>Oct 2024</i>) <p>UNSUCCESSFUL</p> <ul style="list-style-type: none"> • Lloyds Bank Racial Equity Programme 2024 	<p style="text-align: center;"><u>HACA: KEY ACTIVITIES, EVENTS & PROJECT</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Slavery Remembrance Day • Black History Month (<i>Janet Allder Book Launch, Schools Sessions, Finale (with Football Champions Presentation & Dialogue with BBC Sheffield Presenter)</i>) • Refugee Week Celebrations (<i>Interactive Social</i>) • Weekly Free Food Bags • Weekly Wed. Drop-In • Money Matters - Household Support Fund (HSF) 5 • Cultural Connect Pilot (<i>Delivered in 3 Schools</i>) • Communities EM-Brace (<i>HACA & Age UK</i>) • VIPER (<i>HACA & West Yorkshire Police</i>) • HACA Gen2 – GSP 2 Outdoor Activities • HACA Students Social 4
<p style="text-align: center;"><u>OTHER 1: KEY ACTIVITIES, EVENTS & PROJECT</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Freedom Festival 2024 – Launch Event • Stephen Lawrence Reflection Day (+ <i>PC Danny Fleming Farewell</i>) • Stand Up To Racism Events • Hull International Carnival Event • HANA Fashion Show • International Women's Day (<i>research conversation with Ethiopian women – Women Accede & HACA</i>) • Sickle Cell Awareness Presentation • HANA Football Tournament • Forum@PQ – Launch Event • Hull Bahia Group - Building Vibrant Communities Conference 	<p style="text-align: center;"><u>OTHER 2: KEY ACTIVITIES, EVENTS & PROJECT</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • History of Community Centres in Hull - Hull's Comm. Centre Heritage • Riots & Community Safety // KHCC Community Shield • Community Leaders Unite: Standing in Solidarity: Stand Against Extremist Violence • Let We Forget Calendar 2025: The African Caribbean Contribution to Wartime Britain • Empire and Allied Women in WW1 & WW2. Black History Month Presentation Oct-Dec 2024 • One City, One Beat, Hull film shoot • Little Amal Event at Hull East Park 	<p style="text-align: center;"><u>SOME ANNUAL NATIONAL EVENTS MARKED</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • Africa Day (May) • International Anti-Racism Day (Mar) • International Women's Day / Women's Week (Mar) • Mental Health Awareness Week (May) • Trustee Week (Nov) • Volunteer Week (Jun) • Windrush Day (Jun) • World Earth Day (Apr)
<p style="text-align: center;"><u>MEMBERS & COMMUNITY SERVICES</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • HACA Hardship Fund • HACA Fri. Free Food Bags Project (Weekly) • HACA Wed. Drop-In (Weekly) • HACA Giveaways (Monthly) • Christmas Love Bags (Annual) • HACA Refugee Week Gifts (Annual) • Member Hospitality (Ad Hoc) • HACA Gen2 Socials (<i>partly underwritten</i>) • Signposting & Some Advice • References, Letters of Support, & Elders Support • Free DBS Checks • Free Training (<i>Food Safety, Safeguarding, First Aid etc.</i>) • Free Tickets (<i>Football, Theatre, Ice Skating</i>) • Free Personal Publicity (<i>Events, Requests Other Notifications</i>) 	<p style="text-align: center;"><u>BUILDING MAINTENANCE (In & Out)</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • HACA Community Clean-Up – 3 days • Gas Supply Reconnection – Planning underway • Kitchen – Challenging with all users (<i>Clients, Members, Guests</i>) – Environment Health Visit • Garden 1 – HACA Asset // Problem with Cars Parking – Balfour Beatty & HACA Collaboration (<i>Cleaned HACA's 2nd Back Garden</i>) • Building Security – Robust Coded Combination Lock • Frontage & Red Door – Needs Painting • KHCC – Regular Servicing – But Slow Response on Reported Maintenance (<i>Toilets</i>) 	<p style="text-align: center;"><u>RESEARCH, SURVEYS & CONSULTATIONS</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • HACA Community Cohesion Symposium (<i>Hull Riots</i>) • Hull and East Yorkshire (HEY) Devolution Public Consultation • Survey - Hull's Big Mental Health Conversation • EMRI Research • Community Leaders Symposium about Climate Change Impacts in Hull • VCSE Barometer Survey • Petitions/Protests (<i>Change, Care4Calais, Megaphone</i>)
<p style="text-align: center;"><u>PRESSURE POINTS</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • More Trustees and Volunteers • Middle Management Layer • Increased Centre Opening Days/Times • Volunteer Cleaners • Social Media & Publicity Volunteer • Increased Footfall and Membership • Need Salaried Positions (e.g. Centre Manager, Facilities Manager) 	<p style="text-align: center;"><u>MISCELLANEOUS</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <ul style="list-style-type: none"> • New HACA Website • New HACA HP Laptop (<i>nicknamed Lincoln</i>) • New Projector – Donated by KCOM • BBC Radio Humberside – HACA/Bongi on the Fiona Mills early morning programme • MEARs Hull Info. Pack (Refugees)– HACA Included • HACA Kitchen Registration Planning (<i>FSA & Enviro. Health</i>) • Sourcing Additional Food Supplier <p>PENDING</p> <ul style="list-style-type: none"> • Hull Independent Cinema - A Story of Bones – To Show at HACA Centre • Street Team Productions & HACA- Possible Collaboration 	<p style="text-align: center;"><u>SUMMARY</u> <small>(Apr. 2024 – Mar. 2025)</small></p> <p style="text-align: center;">Again, We Have Covered Some Distance!!</p> <p style="text-align: center; color: blue; font-weight: bold; font-size: 1.2em;">Well-Done, Everyone!</p> <p style="text-align: center; color: black; font-weight: bold;">We're Still On The Right Path, And Making Good Progress...</p> <p style="text-align: center; color: magenta; font-weight: bold; font-size: 1.2em;">WE KEEP MOVING....</p>

4a. Presentation of Annual Accounts by Treasurer (BM)

A) BM gave an overview of the latest HACA Annual Accounts, firstly highlighting that:

- The Accounts related to accounting year 2023-2024.
- They are the latest Annual Accounts.
- They have been through an Independent External Examiner (Accountant).
- They are on the Charity Commission website (uploaded 28th January 2025, within deadline).

B) BM went on to highlight the following salient points in relation to the substance of the Accounts: -

- HACA's Total Income over the period 1st April 2023 to 31st March 2024 was £14.9K, a decrease from last year's income of £33.5K. The key sources of income for the year were:
 - KHCC Admin Grant £1,000.00
 - Room Hire: Office Space £5,880.00
 - Room Hire - Main Hall £3,594.00
 - Utilities (Credits) £2,508.87


- HACA's Total Expenditure over the period 1st April 2023 to 31st March 2024 was £24.7K, a decrease from last year's expenditure of £30.7K. The key expenditures for the year were:
 - Utilities (*Electricity, Water, Waste*) £8,008.11
 - Projects, Activities & Events £7,880.58
 - Purchases - Assets £2,265.76
 - Telephone & Internet £1,134.65
 - Commissioned Services £1,044.00

- HACA's Net Deficit for the current year was £9.8K, as opposed to last year's surplus of £2.8K. This is attributed to the increase in Utilities (£3K), also the £2K more, of restricted funds than last year, spent on Projects & Activities, and the £2.3K spent on *Equipment (two new desktops and TV Screen/Monitor)*, as compared to £633 in the previous year.

- The Total Cash & Bank Balance of £14.3K was carried forward compared to last year's figure of £24.1K.

4b. Presentation of Annual Accounts by Treasurer (BM) (Contd.)

C) BM also gave **Headline Figures** of the Accounts for the current year (i.e., **1st Apr. 2024 – 31st Mar. 2025**), as below. (Please note that not all the income and expenditure categories have been highlighted below, but only the large sums of key income and expenditures).


FINANCE: PROVISIONAL HEADLINE FIGURES
(Apr. 2024 – Mar. 2025)

HULL AFRO CARIBBEAN ASSOCIATION (HACA) SUMMARY OF INCOME <small>1ST APR. 2024 - 31ST MAR. 2025</small>	HULL AFRO CARIBBEAN ASSOCIATION (HACA) SUMMARY OF EXPENDITURE <small>1ST APR. 2024 - 31ST MAR. 2025</small>
TOTAL	81,209.22

HULL AFRO CARIBBEAN ASSOCIATION (HACA) SUMMARY OF INCOME <small>1ST APR. 2024 - 31ST MAR. 2025</small>	HULL AFRO CARIBBEAN ASSOCIATION (HACA) SUMMARY OF EXPENDITURE <small>1ST APR. 2024 - 31ST MAR. 2025</small>
Funding - Restricted	33,118.02
Funding - Unrestricted:	
- KHCC Admin Grant & Utilities Rebate £6,795.18	9,045.18
- Other £2,250.00	
Room Hire - Main Hall	8,453.50
Room Hire: Office Space	5,849.00
Miscellaneous (Participation Fees)	1,075.00
Projects, Activities & Events (Funded)	8,610.06
Utilities (Gas, Electricity, Water, Waste)	7,632.90
Projects, Activities & Events (HACA)	6,307.56
Maintenance & Repairs	2,388.38
Licences & Membership <i>(includes Fareshare)</i>	1,490.28
Telephone & Internet	1,055.48

- FW complimented the HACA Board on the Finance management of the charity.

5.	<p><u>HACA Legal Status Change & Proposed Constitution (CW)</u></p> <ul style="list-style-type: none"> • We commenced the process in January 2026 and have sent out the Constitution to current HACA Members for consultation. (Unbelievably, some non-members expected to be given the privilege to comment – even where they are clearly not invested in the charity!) • Feedback was compiled and sent to the agent, who then provided the first revised draft which was again shared for comments. • Subsequent feedback was again compiled and sent back, who then sent through the second revision. • Following Member feedback on that a final version was compiled for submission to the Charity Commission. • The ‘submission copy’ was shared with Members.
6a.	<p><u>Questions & Answers (Q&A) (CW)</u></p> <p>Some initial disruptive behaviour, by a couple of members was swiftly and concisely addressed by BM, to maintain order and allowed a controlled and fair Q&A session to proceed.</p> <p><u>HACA Registered Members WhatsApp Group</u> TS Claimed she had been deleted from the group – AM confirmed that her number has never been deleted, also that AM had sent messages to her number.</p> <p><u>Previously Elected Trustees from the Last AGM</u> KO and CC enquired about their absences and reasons for their absence CW responded that they resigned, and AM briefly outlined the context and challenges and the sad reality of little evidence of their contributions and impact during their tenure.</p> <p><u>The Chairing of Meetings</u> KO raised comments about the Chairman not chairing the AGM meetings. CW and AM responded that he has done in some of the past AGMs, but not today. AM went on to say that the role of chairing an AGM meeting can be delegated, by agreement of the Board.</p> <p><u>Compliments To HACA Board</u> KO and CJ complimented the Board on the extent and quality of work done – Board thanked them. PO also added his voice to good</p> <p><u>Concerns about HACA Workload</u> KO raised concerns that the workload burden seems to be on AM, and the potential danger to the charity that presents – AM agreed with her concerns and cited that this is one she had raised in previous AGMs, however the situation exists because of the lack of Members stepping up to really take responsibilities, and serve the members and community.</p> <p><u>Barring & Blocking Claims</u> TS again, claimed she had been barred and blocked from the Board and went on to re-narrate the Board selection procedure of last year’s AGM – AM responded that her claim was wrong, and briefly outlined the events that led to her not securing a Board membership position (Trustee) [essentially, her refusal to accept full legal responsibilities and liabilities of a Trustee of an unincorporated charity]. SK echoed and agreed with AM’s brief outline of events.</p>

6b. Questions & Answers (Q&A) (CW) (Contd.)

Perceived Expectations of Trusteeship

SK shared that there seemed to have been a wrong expectation that becoming a HACA Trustee could have financial benefits and could have been the motive of some previous candidates and had resulted in departures. CJ buttressed SK point adding that selfish ambitions appear to be their impetus rather than community service. He expressed disappointment that the enthusiasm of appointment displayed in previous AGM meeting did not translate to positive service, contribution and impact. SJ suggested co-opting members – AM responded that the Board continuously looks for potential co-optees and regularly advertises in different mediums for HACA Trustees. She went on to say highlight the poor response to the Trustee recruitment EOI process – people have to offer their services; no one can be forced.

Qualifying to Becoming a Trustee

NFP asked whether there were conditions relating to duration of stay in UK before becoming a trustee, and whether the candidates qualified. SK responded that the past candidates were not new UK arrivals.

Moving the Charity Forward

KO spoke on a range of matters on this and reiterated her observations and concerns about the burden of the workload on a small Board and in particular AM, concluding that the way forward was more Trustees. CW and AM agreed, with AM pointing out that talking about it will never resolve the matter – action is needed, and people must step up and co-operate. CW shared some similar experiences encountered in his Barbados organisation in Leeds

Challenges in Trustee Recruitment

PO first added his compliments to the HACA Board for the extensive and thorough work done, evident in the HACA Overview Report. He went on to suggest that perhaps HACA Trustee recruitment may improve with the change of the legal status of the charity – from being an unincorporated organisation. AM agreed and shared that the legal change was very necessary and that the process was underway with the Constitution Review Consultation. AM went as far as to say that if we don't start this change of charity legal status, she would leave next year.

Appeal to Karen Okra to Step-Up

CJ threw the gauntlet to KO to come onboard and bring her expertise as Trustee, citing that we all can just keep saying what needs to be done without doing something about it. KO declined the appeal.

Be Positive, Appreciate Your Board

PO charged all to be positive and focus on the achievements and the progress rather than on the negatives and the past. She went on to say we are where we are, and that though it is unfortunate that Trustees have left, for whatever reasons, the Board had pressed on and maintained its positive posture, commitment and passion in serving the HACA community – for which they should be applauded for. The meeting gave a round of applause.

Q&A Overview

BM gave a very direct and accurate overview of the Q&A session, citing that year after repeatedly in the past few years, we have the same concern-expressing narrative from the floor, invariably from the same people, who never provide their capacity to help carry the burden and change things. Whilst they sit back, they are putting more stress and burden on the few that have stepped up (at times, despite some health challenges).

7a.	<p><u>Election of Board Positions (AM)</u></p> <p>AM gave an outline of the EOI process, and the voting process.</p> <p><u>Process Outline Etc.</u></p> <ul style="list-style-type: none"> • AM gave an outline of the EOI process, and the voting process. • AM also reminded the meeting that two current Trustees (Secretary and Treasurer) had come to the end of their 3-year term and would be stepping down, but in line with the HACA Constitution, could be re-elected by its members, if the candidates were happy with that. • All HACA 2025 Registered Members were confirmed and given voting cards. • The Chair was given the ten Proxy Votes, for casting as appropriate; and the Teller (CJ) was assigned for vote-counting. • The Chair, and the meeting, were advised that one Expression of Interest (EOI) had been received, and within deadline. <p>TS walked out and left the meeting</p> <p><u>Election Process – Presentations, Nominations & Voting (AM & Moderator CJ)</u></p> <ul style="list-style-type: none"> • The candidate (BT), was invited to present his case to the members, as to why he wants to serve as a HACA Trustee (i.e. his pitch.), and why they should vote him in. • After delivery his pitch, and taking Member questions, the voting took place – resulting in a total of 25 votes (including the proxy votes casted by the Chairman). • Secretary & Treasurer positions were both up for voting, as the 3yr term was up. • Both the current Treasurer (BM), and the current Secretary (AM) stood for election again, as permitted by the HACA Constitution, and they respectively delivered a pitch to the Members, prior to voting taking place. • All Members voted for AM and BM respectively, resulting in a vote count of 25 votes each (including the proxy votes that the Chairman casted.) • The new Board thanked Members for their votes and congratulated BT on coming onboard. • AM shared that, in line with HACA procedure, all new Trustees will be sent electronic files of all the Key Trustee Documentation, for them to familiarise themselves with, and operate within, as best as possible, also Trustee Training will be arranged as soon as is feasible. Action: AM
8.	<p><u>Election of Board Positions (AM) (Contd.)</u></p> <ul style="list-style-type: none"> • KO at this juncture tried to join the Board at the AGM offering her time for only 1 year. • AM thanked for wanting to come onboard but conveyed that appointment to HACA Board is either through the Trustee Recruitment process which ends with voting by Members at the AGM, or by the Board adopting the Co-optee pathway – there is no backway entry path at HACA, as we strive to maintain due process and integrity. • AM went on to say that if one has a heart to serve in the HACA charity and its community, they do not need to be on the Board to do so. • it is for the Board to decide if she, or anyone, should be Co-opted.
9.	<p><u>Accountant/Auditor Selection (BM)</u></p> <ul style="list-style-type: none"> • Proposal by BM to retain the current Accountant (ERVAS/Phoenix), was unanimously accepted by the Members, so Board also agreed to retain them. Action: Board

10.	<p><u>Next Steps (BM)</u></p> <p><i>Key Matters. Action: Board</i></p> <p>The following matters were highlighted:</p> <ul style="list-style-type: none"> • <i>Salaried Positions in HACA</i> – Very much needed - at least, Centre Manager, and Facilities Manager. Lobbying will continue. • <i>Middle Management Layer</i> – The importance of developing this to assist with operational matters was highlighted, and again volunteers encouraged to step forward.
11.	<p><u>A.O.B. (Chair)</u></p> <p>None</p>
12.	<p><u>Thanks / Date & Time of Next Meeting / Close (Chair/AM)</u></p> <ul style="list-style-type: none"> • The Chair thanked all for attending, and for their contributions. • AM on behalf of the new Board and attendees, thanked the Chair, for chairing the meeting, and in a timely way. • Souvenir Gifts (HACA Key Rings and Bottle Openers) marking HACA's 40th Anniversary, were given out to HACA Members present – they were well received. • Next AGM – April 2026 - specific date/time to be advised in due course. Action: Board • The Chair closed the meeting.