



Victory Hill Management Co Limited

COMPANY SECRETARIAL

Minutes of the General Meeting 28 January 2021 18:15

Background

Our starting point for our General Meeting today follows an exceptional period of spending by the current directors, coupled with a complete lack of accountability and response to questions relating to the Company. Within the Companies Act 2006, section 303 – 205, the members are permitted to hold a General Meeting when after calling the existing directors, they accepted our request, but then failed to provide the meeting. After 21 days, on 23 December members were permitted to arrange a meeting. With over 11% of the members, our position has had legal support. Our Notices were posted on 23 December 2020 and there is a 28 day clear notice provided to cover all resolutions today.

Present & in Proxy – 85 leaseholder members were either present or voted via written resolution and documented in **Appendix A**

Acting Company Secretary – Colin Davison FCA FCCA CertBS DipBA BSc BFP (CD)

Quorum – The threshold for the meeting as documented in Articles **Appendix B** provides 10% of 378 leaseholder members either present or in proxy, so 19. We have representation of Y. The Quorum is met. We clearly had the largest mandate for change for 9 years expressing deep unrest to the current status quo remaining in place within the company. This was a robust mandate for change which the floor felt would be respected by all members.

Resolution 1 – Appointment of Anne McCabe as Chair

Prior to further continuation of the meeting, if within 15 minutes of starting, the Company Chairman fails to arrive, we can appoint a Chair for the meeting. If he does arrive, we have a resolution to decide on the Chair for the meeting.

Result

It was Resolved that Anne McCabe is Chair for the meeting. (**Appendix A**)

For – 82, Against 0 – Abstain – 3

Colin Davison was asked to prepare minutes to cover the meeting.

Resolution 2 – Reject previous AGM Minutes

Available on www.winterthurway.co.uk the last minutes have not been presented as Directors only presented the idea of additional security staff on the estate. Members wholly rejected this but were unable to present a vote on this matter. The June 2020 meeting failed to acknowledge and respond to Nash Patel and Colin Davison's request for a Poll Vote. With

both members rejecting Matt Garvey's re-appointment and removal of Des O'Neill. Therefore this rejection will reject changes made from that meeting.

Result

It was Resolved that The Minutes are rejected and a suitable amendment in the appendix is drafted for Directors to later approve for updating those minutes.

For – 79, Against 0 – Abstain – 6

Colin Davison was asked to prepare amended minutes to present for future meeting. Des O'Neill is asked if he would like to be reappointed and CD to inform Company Secretary and if refused, the Legal Department at Companies House for direction.

Resolution 3 – Instruct auditors

Available on www.winterthurway.co.uk the financial statements since 31.12.2017 are not included. The excessive expenditure needs to be checked to selection of best tender as well as within the permitted of the lease and L&T Act as reasonable.

Result

It was Resolved that the leaseholders funds are audited and accounts prepared and items of expenditure are checked to being justifiable.

For – 82, Against 0 – Abstain – 3

Colin Davison would contact other auditors to make this possible. It was not a matter now for directors to decide.

Resolution 4 – Appointment of new directors

Available on <http://bit.ly/WinterthurWay> The members offering themselves include Anne McCabe, Colin Davison, Nash Patel, Robert O'Brien, (**Appendix B**)

Sadly one member has withdrawn over the legal threats to be made. We hope he will join later on and directors can co-opt others later whom express an interest.

CD was asked to present a report from the previous managing agents GH Property, Liam O'Sullivan that shows how new directors would need to work to ensure we work well with any agent in the future. (**Appendix C**)

Result

It was Resolved that the above members are appointed directors of Victory Hill Management Co. Limited.

For – 82, Against 0 – Abstain – 3

CD to inform Company Secretary and if refused, the Legal Department at Companies House for direction.

Resolution 5 – Removal of long standing directors

Available on <http://bit.ly/WinterthurWay> The members whom members would like removed are: Martin Edge, Wayne Buckley and Matt Garvey Provided in **Appendix D**

Result

It was Resolved that the above members are removed as directors of Victory Hill

Management Co. Limited.

For – 80 Against 0 – Abstain – 5

CD to inform Company Secretary and if refused, the Legal Department at Companies House for direction. CD to write to each member with express thanks for their years of support for the company.

Any Other Business – Questions from the Members

Colin Davison – We have a clear legal mandate but we need to bring others to form a Directors' meetings, or we have parallel groups, will not be for best interests of members that have given us the mandate for change. We need not just the hard legal side, but another too.

Anne McCabe – We will need to also look for someone to bridge the gap, someone unrelated to the directors that now stand, ideally.

David Edwards – spoke about the need to pull together these new directors with the remaining directors, that clearly needed some thought.

Christopher Evans – What we need now is a clear and decisive action – if I had my team come to me for requests, I would want them to come with solutions. With financial issues, he best represents the owner occupier, these costs cannot be the highest in Basingstoke and the understanding was that this would bring change.

Formal Meeting closure

With no further questions raised, the Chair closes the meeting at 20:12.

Directors' meeting followed – 20:25 – 21:00

It was decided that, Colin Davison provide minutes, those that attended can approve and any amendments would then be recirculated following.

It was decided that Robert O'Brien speak with Andrew Copley to see how best to bridge the differences and so we can all work on the mandate as provided by the members.

Appendix A – Poll Votes & People Present

Riak number	Name	Proxy	Appoint Anne McCabe as Chair			Reject previous minutes			Instruct accountants			Appoint new directors			Remove three directors			
			F	Ag	Ab	F	Ag	Ab	F	Ag	Ab	F	Ag	Ab	F	Ag	Ab	
			404	Anish Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	
268	Avanika Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
245	Avanika Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
213	Avanika Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
99	Anila Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
352	Jitendra Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
415	Jitendra Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
245	Jitendra Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
224	Jitendra Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
418	Mahant Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
	Nash Patel	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
106	Jagruti Pankhania	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
88	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
150	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
152	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
176	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
178	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
216	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
231	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
236	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
254	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
256	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
275	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
300	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
332	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
344	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
345	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
362	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
484	Colin Davison	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
87	S W Cheung	AM	1	0	0	0	0	1	1	0	0	1	0	0	0	0	0	1
104	Mr P Osuagwu	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
54	Mr P Osuagwu	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
162	Enrico Sapia	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
351	Des O'Neill & A McCal	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
386	Des O'Neill & A McCal	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
107	Mr & Mrs M Harvey	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
420	Anton Van De Weghe	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
400	Glyn Thorneloe	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
399	Jack Blogg	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
478	Levente Fazekas	AM	1	0	0	0	0	1	1	0	0	1	0	0	1	0	0	
421	Nick Fox	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
93	Robert O'Brien	POLL	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
289	Javina Jenkins	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
77	Mr and Mrs R Mathur	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
279	Mr and Mrs R Mathur	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
223	David Pluckrose	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
202	David Pluckrose	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
207	Graham Brewis	BLANK	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
358	Paul Cheeseman	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
483	Paul Cheeseman	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
141	Mike Mills	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
309	Sanjay Ahya	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
319	Sanjay Ahya	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
214	Mukesh Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
234	Mukesh Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
239	Mukesh Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
253	Mukesh Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
138	Kutumba Velivela	Att	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
277	Kate Farrar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
241	Norna Magee	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
175	Jesse Cobby	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
311	Michael Maratheftis	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
225	Rafael Guedes	Att	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
56	Mark Yonwin	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
98	Milind Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
102	Milind Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
272	Milind Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
284	Milind Thakkar	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
274	Ms F Okeneme	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
229	Mr R C Mundy	Chair	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
311	Mr M Maratheftis	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
227	Dudley Thompson	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
247	Dudley Thompson	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
258	Dudley Thompson	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
371	Stuart Gentry	CD	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
109	Tin Lau	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
357	Tin Lau	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
115	Ashwini Anand	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
60	James Beech	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
170	Cletus Osigwe	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
257	Hilary Pack	AM	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
	Present -																	
55	Christopher David Edwards		0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	
178	David Tulloch		0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	
251	Sarah M		1	0	0	0	0	1	1	0	0	1	0					

Appendix B – Director Bios (Alphabetical)

Jack Blogg

Colin Davison

I first became interested in the Winterthur Way development when they were being constructed having worked since 1999 in the town. I bought my first property in the development in 2007, and loved making positive changes through being actively involved in the running of the development for a few years. Back in 2011 and 2012, I was able to identify a number of wasted costs incurred by the management company and we successfully moved the agents to one that looked after our needs better and properly identified opportunities to reduce costs, we managed to remove £150 from the annual costs, which is around half of what it is today. We worked out a far more cost effective solution for smaller blocks than having the same charges as the main big 3, and all major contracts were checked annually and we had a well-run development. I'm keen to ensure total transparency we had accounts presented annually of the service charges and members were able to scrutinise properly not possible today.

Anne McCabe

I bought two flats at Winterthur Way in 2004 with Des O'Neill. We work hard to maintain them in good condition and feel it's important the whole site is a nice place to live. Running Winterthur Way is running a business. The leaseholders pay for a service and should be treated like customers. All costs must be covered and funds will be needed to cover unexpected expenses so reserve funds must be available. Suppliers should be selected on the basis of quality and cost; smaller decisions should be delegated to the Board and Property Management; important and/or expensive decisions should be made with leaseholder involvement. I currently work in the family business doing most of the marketing, financial management and operational planning. My previous experience was mostly with Mars Inc. where I worked for 22 years in production, purchasing, HR, and sales and finance systems, so quite broad business experience. Before Mars Inc. I worked in the automotive industry in purchasing and at that time became a graduate of the Institute of Purchasing and Supply, and so have good understanding of getting value for money. I'm a pretty relaxed person and like everyone to have their say, but ultimately goal oriented and will push for decisions to be made.

Robert O'Brien

I have owned a flat in Winterthur Way since 2006. I am a Chartered Building Surveyor qualifying in 1980 and appointed as a Fellow of the Royal Institution of Chartered Surveyors (FRICS) from 1994. During my career I have had various roles and experience in the specification and management of construction, planned maintenance, analytical maintenance and contractual matters regarding residential units. I was the first Facilities Management Director in Capita prior to forming my own company in 1997. I am willing to put myself forward to be considered as a Director and/or to provide advice, if required, to any change in the Board

Des O'Neill

I am a Civil Engineer by profession and have spent most of my career managing and directing companies with turnovers in excess of £30M. I became an investor in Winterthur Way back in 2004 when we bought two apartments on the development. I joined the Board in November 2016 as I was concerned at the diminishing condition on the site yet faced rising fees year on year. Winterthur Way has one of the highest management fees in Hampshire. My sole purpose is to enhance the development in appearance and value to make Winterthur Way one of the best developments to live in in Basingstoke. Winterthur Way sales values have remained static for over eight years, with the rental yields remaining unchanged. I have challenged the Board consistently over the years on many topics because I feel they make important decisions without involving leaseholders and because the accounts are not published. My experiences also raise concerns about the close relationship between the Board and Chaney's.

Due to my questions the Board, led by Matt Garvey and Wayne Buckley, removed me at the AGM in June this year without following the process required in the company rules and without scrutiny by leaseholders. I wish to work on Board to help see through new projects including: Sustainable energy Environmental Policy (to date there is no policy) Improved parking I feel passionate about the site and achieving my statement above and looking after my investment, it is important as a board member to ensure that the money we ask for is spent on the site and not held in reserve for a what if scenario, If we don't intend to spend the management fee in the areas requested then we should not ask for that fee.

Nash Patel

I have expertise in legal matters concerning property ownership and management gained over a number of years as a property investor. Winterthur Way is an important location for me as I own 11 properties there and am keen to help improve the site for my tenants and also to support other leaseholders wherever possible.

Appendix C – Independent View from previous agent



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LJOS/NB27012021/01
27th January 2021

Mr. Colin Davison

BY E-MAIL ONLY

Dear Mr. Davison

Re: Victory Hill Management Company Limited – Winterthur Way, Basingstoke, Hampshire

Further to our recent telephone conversation in respect of the Winterthur Way development, we would express our willingness to be considered again for the position as managing agents, acting on behalf of Victory Hill Management Company Limited.

I feel that we got on well and established a good working relationship that was starting to show some benefit to the development prior to the changes that were made to personnel and operating procedures that had been established.

As you will recall, several months prior to the conclusion of our initial period of management, there was a significant change of personnel occupying positions at the Board of Directors, and this consequently resulted in a significant change in management approach to that of a more 'corporate' nature, focusing, in our opinion, much more on the running of the company rather than the maintenance and upkeep of the development, and insisting that we focus on these entities in the same way.

We have no personal issue with any of those Directors and believe that they had the best of intentions for all parties when making these changes. However, we cannot agree that this was the best approach; whilst the company is indeed important and needs to be run correctly and in line with prevailing law and legislation, its sole focus is to ensure the smooth running of the development, and we believe that the change of approach brought in by the new board resulted in an incorrect weighting to the importance and urgency of each part of the operation, with the development starting to suffer as a result of the focus on the company.

In the event that we were appointed as managing agents, the approach and relationship between the members of the Board and us as agents would need to be clearly agreed and established, as our role as a property managing agent is to focus primarily on the development itself and its efficient operation. If the members of the Board in situ would be unable to agree to this, then we would reluctantly have to withdraw our wish to be considered in the position as agent, as we are ultimately confident that this would have longer term detrimental effects on the development itself.



EGM Support Note
28.02.2021



Victory Hill Management Co Limited

STATUTORY MATTERS

Explaining the Reasons for Directors removal

Background

A company's directors need to be independent, not financially influenced and act within the law. This briefing covers the basis to why members wish to remove Martin Edge, Wayne Buckley and Matt Garvey as directors and ensure they do not return.

Common issue 1– Lack of listening to members



Glyn Thorneloe

November 17, 2020 · 🌐



Hi [Winterthur Way](#), Directors,

Thanks for last night's AGM. It was a very different affair than the last one and it is really good to see clear communication and steps to resolving some of the issues. I feel that the flat checks and noise control procedures are very positive steps forward. Naturally I'm not quite as positive about the increase in service charge, but it's good to be to have clear communication and understand the reasons why, so thanks for that too. Given the financial difficulties that many are facing and are likely to face in the future, I wonder if there might be scope at some point to review what we are spending money on and how necessary it is, taking in to account residents views?

Law

As members we all have one voice to say per property.

Fact

We called for a vote on this additional expenditure and this was refused.

Members are commonly never responded to on email, blocked from meetings, meetings start before members arrive, even Facebook comments are muted from members.

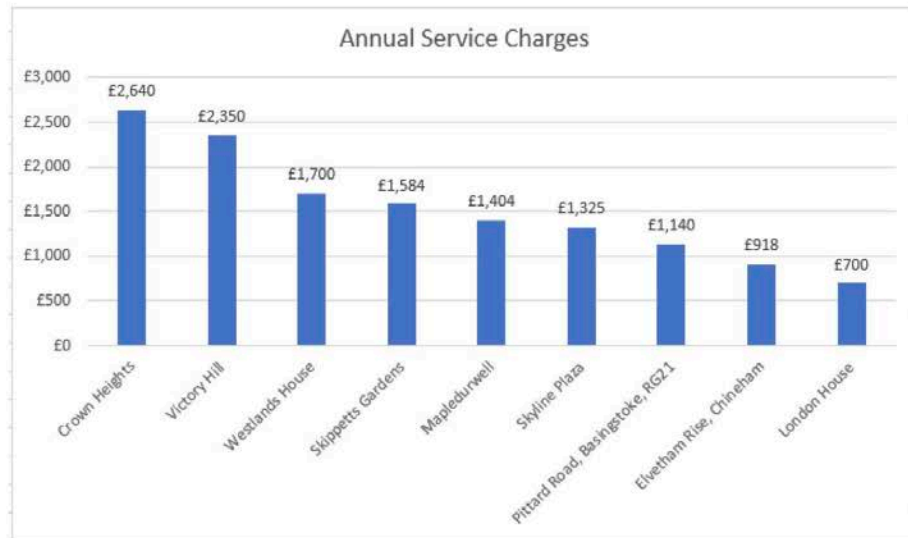
Common issue 2 – Excessive service charges

Hi

I know this is a bit late - I've done a quick service charges benchmarking, which might be helpful?

[link to source of data and spreadsheet](#)

KR
Lev



The above does not reflect the water charges incurred in Winterthur Way but these are included in all other service charges.

Law

We have a right to challenge excessive costs which have not been ordered by members, including security staff, direct water bills, CCTV and changing every security device. These were not presented to members.

Common issue 3 – Poor Maintenance performance

For 3 of my properties I have had for over 5 years there have been insurance claims never covered as well as repairs never touched. We have drains blocked that we have had to address the expense ourselves over a 4 week period that affected 8 properties on a common soil stack. We have lifts and other expenses where the maintenance has stopped and this is confirmed.

Common issue 4 – No accounts or responses to what our reserves have been spent

We should have records of emails to show that accounts need to be provided within 18 months of the expense being incurred. So we have then until 30 June each year for the previous accounts for this to be provided. It has not been provided. For large costs we have not had s.20 notices so items are not legal to present for members to pay for.

Common issue 5 – Discretionary expenditure is unauthorised

The best example to highlight this is to one of our members in the form of this email.

From: VHMC.Chairman@mail.com <VHMC.Chairman@mail.com>
Sent: 08 June 2020 15:36
To: [redacted]
Subject: Re: VHMC AGM 15th June - consider Service Charges review

Hi [redacted]

I agree with you. An audit of business is probably due so as to satisfy members on areas such as compliance and value for money.

In terms of suspension of expenditure the board did vote recently to do just that by pausing the property maintenance plan. A number of expensive maintenance items are currently due. The board took the view that these could be paused in order to keep expenditure down so that members weren't asked for more money at this time. It's a balancing act of course because you don't want to delay something that will then cost more money because it was delayed.

I hope this helps reassure you that the board is taking a stricter line on expenditure since I became chairman. This follows a somewhat profligate period which has generated some improvements but were nevertheless expensive. I know that the majority of directors (but not all) want to avoid any discretionary expenditure while a recession hits leaseholders. In my mind increased service charges would be a difficult burden while the incomes of leaseholders are being hit.

On the topic of expenditure there will be a survey of leaseholders at the AGM. This will help the board understand the priorities of members. I am determined that we take a steer from members for the year ahead and follow their wishes more closely.

Can you join the AGM? Your views and questions would be valued.

Best wishes Matt

Law

Our company is at risks as members in their masses could legally avoid paying service charges with accounts not being provided at the same time as there being a lack of transparency of high costs being payable.

This was known to Directors but there has not been any action to provide accounts or explanation why they incur discretionary costs but ignore essential charges on the estate as lift, water pumps, blocked sewerage and a very poor exterior are left untouched.

Common Issue 6 – Lack of s.20 notices for major expenses

We have not had notices for long term contracts covering the management agents, nor a variety of expenses. Whilst some of these all operate below the cost of requiring members approval, it is clear that members do want directors to lower their service charges.

Common Issue 7 – Statutory records are poorly managed

A director's duty is to ensure that Company and Leaseholder legislation is in compliance. You only have to check the face of the company on Companies House to quickly see an issue.

Accounts overdue

Next accounts made up to **31 December 2019**
due by **31 December 2020**

Accounts are filed late incurring fines for the Company as well as it's ability and standing to be weakened. This will affect the position of how potential new owners in the development will see the management company.

The function of all Company Secretarial matters remains ultimately with the directors.

Conclusion

Existing directors should be removed, however, to keep sufficient number present, we should limited these to those identified as previously lacking accountability and most challenging:

- Simon Hirst (as he was appointed as can be viewed online earlier today)
- Wayne Buckley; (witnessed as wanted to have left before now);
- Martin Edge (also had conflicts of interest with Chaney's);
- Matt Garvey (whom reported to members, they had no say and was happy to have meetings where people were muted, not following Poll Vote);

All other members are welcome to remain as directors and we look forward to meeting them at the next Directors' meeting.