

## ANNUAL REPORT - Financial Year Ending 31<sup>st</sup> December 2010



### Governance & Management

*UK Ultimate Ltd* was established on 6<sup>th</sup> June 2008 under Articles of Association which set out the way in which it is governed and managed.

The Directors who served during the financial year are set out below:

Ed Carmichael, Jaimie Cross, Dom Hall, Benji Heywood, Si Hill, Tom Howard, Kev Lowe, Barry O'Kane, Georgie Winborn

Jaimie Cross (Chairman) and Dom Hall (Treasurer) formally resigned in December 2010, and were replaced on an interim basis by Graham Mynott and Wayne Davey respectively.

*UK Ultimate* employed 2 staff during the year to undertake the day to day activities of running the organisation. Their titles and contractual hours of work are set out below:

Si Hill, CEO/Administrator, full-time

Nathan Fowler, London Development Officer, 2 days/week

We also invested in an ongoing contract, of approx 2.5 days/week, with Liam Kelly to support and improve coordination of the Coaching Scheme.

### Objectives & Activities

The principal activity of the company is that of being the national governing body for the sport of Ultimate in the United Kingdom.

Directors and Employees continued to work to the priorities previously set out for the period 2009-2012.

### Achievements & Performance

The Directors would like to highlight the following achievements during the year.

- A new “Safeguarding for Ultimate clubs” pack was introduced during 2010 to support the increasing number of clubs that have members that are under 18 years old.
- With ongoing growth of the Great Britain programme the decision was taken to employ Ruth Flight as part-time (1 day/week) GB Junior Programme Manager. Ruth’s role started in Jan 2011.
- 2010 saw the inaugural WFDF World U23 Ultimate Championships in Florence, Italy. GB won gold and bronze medals in the Mixed and Women’s divisions respectively.
- GB Juniors attended the WFDF World Junior Ultimate Championships 2010 in Heilbron, Germany. The Junior Open team won bronze. In the Under 17 European Ultimate Championships, GB won silver and bronze in the Open and Girls divisions respectively.
- *Lookfly Ltd* became an “Official Partner of *UK Ultimate*”, extending and hopefully simplifying the piecemeal arrangements that had existed between *UKU* and *Lookfly* previously. We also agreed a first sponsorship deal for all the *UKU* University Indoor events with ILOVETOUR.

### Financial Review

The company accounts for 2010 were not finalised at the time of writing this report. Once completed, they will be available from the website [www.ukultimate.com](http://www.ukultimate.com).

Nonetheless, the Directors are able to highlight the following financial achievements during the year:

- Turnover was just under £97k: quite a large increase on the previous year (£52.8k excluding XEUCF) driven by continued growth in membership and event incomes in particular.

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- There was a small surplus of less than £1k, compared with £11.8k in 2009 (although much of that surplus was due to XEUCF). The year saw much more investment in staff in particular - the London Development Officer and Coach Coordinator roles. It should also be noted that whilst event income increased, the surplus from events did not increase appreciably.
- Reserves are marginally up at nearly £31.5k.

### Progress in 2010; Plans for 2011

Based on the *UKU* Priorities work done by the board during 2008/9 we continue to view *UKU* activities broken out into the following areas. It is worth noting that competitions and events generally create a large pull on staff time, and given that this area is probably of most interest to most members, we treat the ongoing maintenance of our various competitions and their structures as an ongoing high priority.

#### 1. Player Growth

- Actively support player and membership growth. Next membership milestone is 3000 members and may well be achievable in 2010-11.
  - *At the end of 2010, membership had reached 2740 (double the membership at end 2007).*
  - *We have no data on the number of non-UKU members that play Ultimate. For the time being we have no plans to address this question.*
- Continue to increase engagement with schools: introduce fully-working schools affiliation programme, and target 200 schools to be registered on website
  - *We introduced a schools affiliation process in 2010, but after failing to properly engage with the schools that play regularly we simplified the approach in early 2011.*
  - *There are over 60 schools or school sports partnerships registered on the website. We know that not all play regularly; but we also know that far more schools are playing ultimate than are in real contact with UK Ultimate or the playing community in general. The work of finding and supporting these schools continues.*
  - *Ultimate is now available as an option on GCSE and A-Level PE for some exam boards. This would be a good time to push on and attempt to reach full coverage across all exam boards, but that will require help from volunteers that are familiar with exam criteria, etc.*
  - *For 2011 the bulk of our available effort in this area is being spent on a Matalan-sponsored Youth Sports Trust project called "Matalan Sporting Promise". This project is in a pilot phase for 2011, but already approx 40 new schools will start playing Ultimate this summer with a UKU Leader Award and/or discs provided by funding from the project.*

#### 2. Localized Competitions

- Introduce UK-Regional Championships (outdoor open division) with a view to ensuring they are repeated in 2011 and beyond.
  - *These championships were introduced, and generally ran smoothly. The structure will be repeated in 2011 and 2012, although we will continue to reduce the size of regions where possible.*
- Ensure continued success of LSL and LWL as one model for *UKU* involvement in local competition.
- Work with newer summer leagues to help them become permanently established
  - *Both the London Leagues operate effectively and have enabled us to employ a permanent London Development Officer to operate the leagues, and also support other Ultimate activities in/around London. The next steps are to support additional growth of the leagues, and more importantly support the introduction and growth of Summer Leagues around the rest of the UK.*
  - *We have considered proactively hiring one or more regional development officers in other parts of the country, but it is not clear any other region has a sufficiently dense player base to support the costs.*

### 3. Coaching

- Introduce Coach Licensing scheme
  - *There is now a simple Coach Registration scheme in place, but we did not push it during 2010.*
- Increase the rate of delivering existing courses:
  - Level 1 -> average one per month
  - Leader Awards -> average two per week
  - *During 2010 Liam Kelly took over an increasing amount of coordination work on the coaching scheme. Initially this probably led to a drop in the number of courses, but in 2011 we are on course to run a Level 1 course each month for this time.*
  - *Leader Awards also declined in 2010 and early 2011. We believe some of this decline is due to changes in funding coming from central government and the disruption caused in the School Sports Partnership structure across the UK. The Matalan Sporting Promise project has the potential to create a big jump in the number of foundation coaching courses being delivered.*
- At least one group to have completed Level 2 by end of 2010
  - *This was not done during 2010; but it remains a goal for 2011.*

### 4. Support Elite level players

- Continue to work with EUCS committee to ensure that the Competition structure is appropriate for UK teams
  - *We secured (at least for the time being) a change to the structure that allows UK teams to qualify for EUCLF directly from UK Nationals.*
- Bring international competition to UK Tour events
  - *London Calling (Tour 1) 2010 attracted 9 European Open teams and 2 European Women's teams. Disappointingly, the number of Open teams has fallen back to 2 in 2011; but the number of Women's teams has increased.*
  - *Our plan is to fix UKU Tour 1 in London ("London Calling") in late May/early June for the next few years, with the goal of establishing that event as the most competitive European club competition in the Open and Women's divisions other than EUCLF itself.*
  - *In 2010 we attracted a small number of teams to one or more of the Mixed Tour events; and we aimed to continue this approach in 2011 and 2012.*
- Work pro-actively in European Ultimate community
  - Agree defined goals for EUF committee
    - *Short term goals were agreed, but nothing more substantial.*
  - Lead discussion to agree EUF/WFDF relationship
    - *This discussion was totally de-railed by a breakdown in relationships amongst members of the WFDF board.*
  - Ensure bid process for EUC 2011 is successful
    - *EUC 2011 process ran late but was – in the end – successful. The competition will be held in Maribor, Slovenia, and at the time of writing, the planning seems to be proceeding well.*

### 5. Leadership in Spirit of the Game

- SOTG Group to provide initial recommendations on ideas for promoting and supporting SOTG as number and sources of players continues to grow.
  - *This group has been largely unsuccessful to date in terms of producing output that we can use to plan for the future.*
  - *In 2011 we plan to re-start the discussion with some additional volunteers; and with a more specific remit.*

## 6. Supporting Volunteers, Tournament Organisers, Participants, Coaches, to operate legally and to a safe standard

- Appropriate and fully-functioning insurance provision for:
  - Coaches, Event organisers (sanctioning), Club committees
    - *The Coach Registration scheme resolves this issue for coaches, but we now need to make sure there is a process to help coaches to register efficiently.*
    - *UKU sanctioned one event during 2010, and will continue to grow this approach in 2011.*
    - *A club affiliation scheme will be introduced in 2011. One of the benefits of this scheme will be liability insurance cover for the committees of affiliated clubs.*
- Ensure processes/policies on the following areas all up to date, appropriate and available to appropriate groups (board, coaches, members, etc)
  - H&S, Insurance, Employment, Safeguarding, Minimum standards / “How-to” Guides / Checklists for Tournament Organisers
    - *UKU policies and structures are relatively well set up in these respects, but there is always opportunity for improvement.*
    - *In particular 2010 saw an update to the UKU Safeguarding Policy, and the release of a “Safeguarding for Ultimate Clubs” pack (available from the website).*
- Formation of broader Medical Team: supporting UKU events, and GB squads.
  - *In 2010, Georgie Winborn took on the task of growing a medical support team of volunteers that will, over the long term, become a key piece of the GB programme in particular.*
  - *The approach also sees some of those individuals working at UKU events so as to become more familiar with both the sport and the players.*
  - *We will continue to develop the team during 2011 and 2012.*

## 7. Sustainable organisation

- UKU Annual Report to be produced and published
  - *Annual reports are now being produced; AGM will happen in May 2011.*
- Application to Sport England for recognition of UKU
  - *This activity was put on hold during 2010 as we identified a number of requirements where we felt our application would be very close to the lower limits.*
- UKU to make at least two grant applications in 2010
  - *UKU was unsuccessful with a substantial grant application to Sport England as part of their “Active Universities” funding round.*
  - *Work on a Small Grants application to support the Coaching Scheme was delayed. That application will be made during 2011.*
- Document organisation’s structure: i.e. the committees/groups with responsibilities for certain aspects of our organisation.
  - Ensure each group documents (to appropriate extent) its plans/goals, retention/succession plans
    - *This has not yet been done formally, and there is no doubt the ability to communicate the goals and responsibilities of our various committees would help members to better understand how things work.*
  - Introduce face to face meetings for at least the following groups: Board, Competition, Uni, London Ultimate
    - *A face to face annual board meeting has been established; the London Ultimate committee meets twice a year; other committees (with members spread across the country) have not yet started doing this.*
- Produce UKU “Handbooks” in following areas: Board member, UKU Coach/employee, UKU Volunteer, Membership
  - *This was not completed in 2010, and is probably (at-best) going to be a “nice-to-have” again in 2011.*